



## Before and after

A rejuvenated 214 College St. opened Thursday night as the Kofler Student Services Centre. Architects Howard Chapman and Howard Walker transformed this less-than-glamorous area of the former Central Library into a skylit mall. The \$8.7-million building opened on time, on budget. (Story on the opening and the centre, page 7)



UNIVERSITY OF TORONTO

# Bulletin

No. 3 39th year

Monday, September 9, 1985

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## Administration studying implications of UTSA survey results

No one will ignore the fact that 23 percent of staff say they are unhappy with present negotiating procedures, says Bruce McDougall, assistant vice-president, personnel and central services. McDougall was commenting on the results of a membership survey released last month by the staff association which showed that 847 members want increased bargaining power for staff in negotiations with the administration over salaries and working conditions.

Of the 1,877 UTSA members who

were sent questionnaires, 1,011 replied. Those who want greater bargaining power represent 83 percent of respondents, or 45 percent of total membership. McDougall's figure of 23 percent is based on a total administrative staff of close to 3,700 employees, about half of whom belong to the staff association.

The results will lead to "thinking and discussion" about why there is staff dissatisfaction with the present bargaining process, McDougall said. When the results were released last

month, UTSA president David Askew told the *Bulletin* that he attributed the results in part to employee fears about job security and technological change.

According to McDougall, the University has done "an outstanding job" of finding work elsewhere in the system for employees who have lost jobs because of reorganization or budget cuts. "Private industry makes nothing like the same effort," he said.

Industry, on the other hand, does a much better job than the University of helping employees adapt to technological change, said McDougall, a former Shell Canada executive.

"I'm sympathetic to the problems staff can have if someone just takes new equipment and drops it into the middle of the office and says, 'There it is', without thinking about how this impacts on the employee's job. It's easy for a manager to say that a word processor is just a fancy typewriter and send the employee off for training. But it has to be recognized that this is a new technology and that negotiations have to take place between an employee and a supervisor about changes in their respective jobs."

Successful technological change in business often involves managers taking training in new systems along with their employees. "If you don't take a team approach, you're going to lose," he said.

Part of the University's effort to "improve the first line of supervision" will be a series of management training courses, which McDougall's office is now discussing with the School of Continuing Studies.

## Minister wants increased university funding, but won't make promises

by Janet Dunbrack

Underfunding is the greatest problem facing Ontario universities, said colleges and universities minister Gregory Sorbara during a visit to U of T on Aug. 19. The minister said he is committed to battling in Cabinet for more money that could alleviate a host of university problems including overcrowding, faculty renewal, and adequate support for research.

In a whirlwind visit to the St. George campus, Sorbara met President George Connoll and the vice-presidents and spent an average of half an hour each with the faculty and staff associations, the Students' Administrative Council and the Graduate Students' Union. He postponed a meeting with the Associa-

tion of Part-time Undergraduate Students until Sept. 4 because time ran short. The visit was arranged on the minister's initiative to get acquainted with University groups and their concerns. He says he is visiting as many Ontario universities as possible.

At a press conference following the meetings, Sorbara said that more money will solve many university problems, but was cautious about making promises that October's budget would contain good news for higher education. Financial hurdles exist at both the federal and provincial cabinet levels, he said.

Even though the new provincial government made an election promise to spend all federal transfer funds ear-

marked for post-secondary education only for that purpose, Sorbara said he expects that Ottawa will soon try to reduce transfer payments in order to cut the federal deficit.

Sorbara says his other obstacle is convincing Cabinet colleagues that higher education deserves a bigger slice of the pie. "I live with the reality of a cabinet table where there are 22 ministers fighting for the importance of their constituents — health, social services — all worthy and all very expensive. And we all live with the reality of the extent to which we can tax the people of Ontario to pay for these systems."

As far as his own clout in Cabinet is concerned, Sorbara points to the

Continued on Page 2



## Hearing on retirement cases set for January

An application for an injunction enjoining the University of Toronto from not continuing the employment of Ritvars Bregzis as an associate librarian has been filed in the Supreme Court of Ontario. The case was to have been heard today but at the request of the University has been adjourned for a month.

Bregzis, who was forced to retire June 30, is claiming that the Canadian Charter of Rights and Freedoms protects him against mandatory retirement. His application with respect to the constitutionality and legality of mandatory retirement is to be heard in the Supreme Court of Ontario in January.

In the injunction, he asks for

reinstatement on the grounds that developments in his field, technical services, occur rapidly and would pass him by if he were unable to work while the case is being considered and that as yet a permanent replacement has not been made in the post that he occupied.

Similar applications have been filed by three York professors, sociologists Bernard Blishen and John A. Buttrick and Tillo Kuhn of the Faculty of Administrative Studies. Their cases against mandatory retirement will be heard at the same time as that of Bregzis in January.

## Sorbara

Continued from Page 1

government's publicly stated commitment to post-secondary education both before and after the election. He also sees the division of the former education ministry as a sign of the new importance attached to higher education.

Sorbara wants both to maintain accessibility and enhance quality, and says increased funding is the means to achieve these ends. The province is considering a three-point program to enhance quality through a faculty renewal fund, more funds for research and increased capital funding.

Declaring that he doesn't like the idea of mandatory retirement, particularly within universities, Sorbara said that older faculty are the "repository of wisdom, though it may be greying, that is important to the complexion of a university campus."

"The cry from administrators about mandatory retirement arises from a sense that it's so difficult to bring in new people and if only we could get rid of the greying element, we could have a fresher, greener element that we so desperately need. The reality is that there is not enough funding to revitalize the system at the bottom. I think that if we found the money, the adjustments that have to be made at the top would be a lot easier to do, and we might not have to govern ourselves by the strict interpretation of what the court says about mandatory retirement."

On the question of faculty renewal as a way of hiring more female faculty, Sorbara said that, rather than favouring programs that impose hiring quotas, he wants a speed-up in those that "nurture the growth and development of the under-represented sex" so that they can compete for faculty jobs.

Sorbara said he sees inadequate funding for research as another symptom of a global underfunding problem. He is particularly concerned about the practice of diverting money from operating funds to research. The Bovey recommendation for a funding corridor to protect research universities from declines in enrolment is "a very difficult issue", Sorbara said, adding that he saw no replacement at the moment of the present funding formula.

A decision on whether to grant \$10 million for a supercomputer (for which U of T has applied) will be made "in the near future", Sorbara said he is reviewing the promise made by the previous government to determine whether it will be a priority with this government.

The government may be searching for a source of money to combat underfunding, but it is not looking at drastic tuition hikes. It's safe to say the Bovey recommendation of a tuition rise to 25 percent of costs is a "dead issue", said Sorbara. He called Bovey's income-based contingent repayment loan plan "difficult to implement", at least for now, and thought it might inhibit poorer students from getting a university education.

Sorbara also expressed strong support for the role of universities as the repository of a society's intelligence, and concern for the current trend of tying support for universities



Minister of Colleges & Universities Gregory Sorbara

to the goal of economic development. "That's a secondary argument," he said, and is risky because a downturn in the economy could lead to neglect of universities. We must support universities "not because of economic, social or cultural reasons, but because collectively all those things are important, and the life blood of the province".

Closer ties between universities and industry are healthy, said Sorbara, as long as the importance of universities is not linked to a sound industrial base. He encouraged universities to get more involved in all aspects of life in Ontario; the good public relations that could result from this effort would also make his job of advocacy for higher education easier in Cabinet, he added.

Campus groups reported that Sorbara was open-minded in his meetings with them, listened to their concerns in the short time available (20 to 30 minutes), but was non-committal about funding increases.

Professor Fred Wilson, chairman of the faculty association's University and External Affairs Committee, said Sorbara agreed with UTFA that faculty renewal was an underfunding problem. Staff association president David Askew praised Sorbara's initiative in coming to U of T to find out the community's concerns. UTSA discussed the problem of increased workloads, morale and greater staff representation on Governing Council. Sorbara was interested, but non-committal, Askew said.

SAC external commissioner Ben Chan said he found Sorbara's straightforward style refreshing. Sorbara was given a copy of SAC's underfunding report done two years ago, and its response to the Bovey report.

Fawn Currie of the GSU, and incoming graduate student representative on Governing Council, said her group's 20 minutes with the minister was mostly spent talking about how underfunding affects teaching assistants. Because there are not enough grants available, said Currie, more students have to finance their studies through teaching. Sorbara expressed concern that pressure to shift more teaching duties to students might create conflict with faculty. He reiterated that his government was committed to more funding for universities and reportedly said that in his days at university people seemed happier.

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# Sexual harassment group recommends appointment of complaints officer and hearing body

by Janet Dunbrack

After six months of weekly meetings, the Provost's Working Group on Sexual Harassment has produced a set of policies and procedures that call for the appointment of a complaints officer and outline a three-part procedure for handling complaints. Vice-president and Provost Frank Iacobucci has sent the report (published as a supplement in this issue of the *Bulletin*) to principals, deans, directors and chairs.

The working group, composed of 10 women and two men from all University constituencies, recommends that a sexual harassment complaints officer be selected from within the University community to hold a quarter-time appointment, reporting to the president. The officer, to be selected by the status of women officer and representatives from various constituencies, would act as counsellor and adviser to both complainants and respondents and would inform the University com-

munity both about the question of sexual harassment and about the policy and procedure for dealing with it. The officer would report annually to the president and the University, in the same manner as the ombudsman.

The question of whether the sexual harassment complaints officer should be located within the ombudsman's office was raised during the preparation of the report. Ombudsman Liz Hoffman thought, and the working group agreed with her, that her office should be retained as a last resort for complaints of all kinds, including sexual harassment, after other avenues are exhausted. The group recommended that the complaints officer be located in the Koffler Student Services Centre in order to provide greatest anonymity for those seeing the officer.

For the purpose of lodging a complaint, sexual harassment is defined in two ways: the use of, or threat to use, a person's reaction (either submission or rejection) to a sexual advance to

influence that person's employment or academic standing; or conduct that emphasizes a person's sexuality or sexual orientation so as to create a bad working or learning environment for that person. To prevent arbitrary accusations, the latter behaviour is further defined as that which "the actor knows or ought reasonably to know" is offensive.

Nanci Wintrob, chair of the working group, said the group realized that this part of the definition may cause problems, since what is seen as a joke by one person may be considered sexual harassment by another. Similarly, self-awareness of offensive behaviour can vary from person to person. Wintrob said the group had found this question the most difficult of all, and had spent a long time debating it. "We settled on what we considered to be a fairly broad definition, which we expect will become clear as the policy and procedures are applied over time."

The group recommends a three-part

procedure for dealing with complaints: informal resolution, mediation and formal hearing. A complainant can also bypass the first two steps and go directly to the formal hearing stage.

If informal resolution fails to solve the problem, both parties must agree to mediation by an independent party chosen by the complaints officer. Failing agreement, or if no resolution results from mediation, a complaint can go to formal hearing. In the case of informal resolution and mediation, it is assumed that the parties will come to some agreement by themselves, and no sanctions are provided for.

Formal hearings would be held by a three-member board chosen from a 20-member hearing panel made up of representatives from all constituencies. The group expressed its hope that the panel members, which should include men and women, would be sensitive to the issue of sexual harassment, open, fair-minded and unbiased against women. After hearing the case, the board submits its recommendation to the president of the University, who then makes a decision on the case.

The president determines what the penalties will be, and how they will be imposed, said Professor Elizabeth Cowper, a faculty member of the working group. She said that penalties were not spelled out in the report because there was so much possible variety in cases, depending on which constituencies are involved. The group's report states that normally the sanctions would be those already established for the constituency concerned, such as those spelled out in the Haist rules for faculty.

Any person who has a penalty imposed on him or her may grieve according to the avenues established: the *Memorandum of Agreement* for faculty; complaints and grievance procedure for administrative staff; collective agreement for unionized employees or University Tribunal for students.

The ultimate power must rest in the president's hands, said Cowper, because faculty or unionized members of the hearing board cannot impose penalties on those in their own constituencies — if they did, it would be con-

*Continued on Page 4*

## SSHRC asks for double its budget in five-year plan

by Mark Gerson

The Social Sciences & Humanities Research Council wants more money and thinks it can get it. Its five-year plan, submitted to the secretary of state last month, calls for its present \$60.9-million budget to double to \$121.6 million (in 1985-86 dollars) by 1989-90.

Jeffrey Holmes, SSHRC's information director, is optimistic about the fate of the proposal and believes the council can make a good case for the increase. The request is "modest", he says, "given that there's a lot more demand out there than we're able to meet and that we've been underfunded since we were split off from the Canada Council, and perhaps before that as well." But the ever-cautious council included what it called a "much less acceptable" option in its 142-page report. This fall-back position would increase its budget to only \$114.7 million over the life of the plan.

The federal cabinet will consider the SSHRC plan later this fall, along with similar proposals from the Natural Sciences & Engineering Research Council and the Medical Research Council. Even if the plan is approved, which is far from a certainty in the wake of Science Council and other cuts in federal research spending, there is no guarantee that financial support will be maintained over the five-year period. The council's first five-year plan, SSHRC notes in its brief, was "approved in principle but not funded beyond its first year."

The proposal calls for an immediate infusion of \$13.6 million (\$9.9 million under the "reduced option") and annual pre-inflation increases of

between nine and 22 percent. Much of the money would be spent to provide university posts for young researchers through new and expanded fellowship programs and to stimulate more research with additional grants.

According to the plan, 2,195 fellowships, up from the present 1,195, would be awarded annually by 1989-90. More than 25 percent of them would fall under a new category — Canada research fellows — similar to NSERC's university research fellowship program.

The proposed fellowships were designed by the council to help the university system meet a shortfall of 3,000 to 3,500 faculty by the early 1990s. With the large number of faculty retirements expected in the coming decades, the council expects some 8,700 new university researchers to be needed by 2005, "even if there is no expansion in the university system." Yet the supply of doctoral graduates in the human sciences will not match the demand, it warned, because a lack of employment opportunities now drives researchers away. "If nothing is done over the next decade to remedy the situation, Canada will be forced once again to import large numbers of trained and experienced researchers from abroad," it said.

Under the plan, the council would strengthen strategic research, adding two new research themes in 1986-87 — research on education for a changing society and community-based research on native issues — and a third in law research in 1988-89. And it would be able to support 1,150 independent research projects a year by the end of the five-year period, instead of the current 850. More than 120 new projects could be financed this year alone, said the council. In spite of the increases, SSHRC support would continue to reach only six percent of full-time university faculty in the social sciences and humanities each year, it noted.

The council also proposes a series of multidisciplinary research centres that would concentrate on "major persis-

tent problems of national concern," and promises additional funding for existing centres. Annual funding for this new program would grow from \$1 million in 1985-86 to \$12 million by 1989-90. Major reference projects, such as the Dictionary of Canadian Biography, could also be eligible for this type of support.

Other initiatives in the five-year plan include

- increased support to small universities and specialized research collections
- a \$500,000 grant to the Canadian Institute for Historical Micro-reproductions to enable it to continue putting early Canadian books, pamphlets and periodicals on microfiche and distributing them to researchers
- improved dissemination of research results



The height of accomplishment

Professor Brian Merrilees, vice-provost, arts and science, shows his medal-winning form at the pole vault. Merrilees won the bronze medal for men age 45 to 49 at the Masters Games held recently in Toronto with a 3.3-metre jump. His personal best is 3.6 metres (the gold medalist, an American, jumped 3.9 metres). Merrilees took up pole vaulting as a boy in his native New Zealand. He keeps it up because "it's more interesting than jogging".

## Correction

The Aug. 19 *Bulletin* incorrectly reported that Professor Chaviva Hosek is working for Woods Gordon during a two-year leave of absence. She is in fact working for Gordon Capital Corporation.



# Conservatory faculty association gets hearing at Labour Relations Board

by Arthur Kaptainis

A complaint laid by the Royal Conservatory of Music Faculty Association (RCMFA) charging the University with violating the Ontario Labour Relations Act will be heard Wednesday and Thursday by the Ontario Labour Relations Board.

These sessions follow an Aug. 19 preliminary hearing in which University lawyer Bruce Binnings argued unsuccessfully that the board had no jurisdiction to hear the complaint. The University position was that the RCMFA was seeking to negotiate the strictly managerial question of how ownership of the Royal Conservatory is to be transferred, rather than wages and working conditions.

The complaint was filed July 19 in the wake of five meetings held between December and June at which U of T labour relations manager John Parker maintained the University

view that divestment and separation were not negotiable matters. Nonetheless, the association tabled a nine-point program for separation during an April meeting, mailing copies of the document to members of Governing Council.

Partly as a result of this mailing, President George Connell urged Council at its April meeting to refer back to the executive committee proposals concerning the divestment of the Frederick Harris Music Company and a possible equivalent facility to house the Conservatory, which now occupies McMaster Hall. However, Council went ahead with approval in principle to a resolution calling for the creation of an independent Royal Conservatory of Music by July 1, 1986.

The RCMFA now claims that this approval, given without its consent, is a violation of the Labour Relations Act. Also contrary to the act,

according to the association, is the University's refusal to discuss divestment and separation or to disclose "information requested by the [RCMFA] with respect to the separation". A further complaint concerns what is characterized by the association as the University's failure to respond "within a reasonable time" to collective bargaining proposals not related to separation.

RCMFA president Irene McLellan said last week that she had received no formal counterproposals from the University.

Parker said in an interview that the University's decision not to continue negotiations during the summer was a natural consequence of the RCMFA application to the Labour Relations Board. "How can you bargain with people who are pulling you before the board and charging you with bad-faith bargaining?" he commented.

Parker added that the RCMFA proposals, as he has received them, are not complete.

However, the major impasse, and the core of the complaint before the Labour Relations Board, remains the negotiability of separation and divestment procedures.

"Anything which affects our place of work is negotiable," said McLellan.

"Our working conditions are negotiable, and I would certainly think that the building in which we work constitutes part of our working conditions." (One of the nine points in the RCMFA program calls for McMaster

Hall to remain the headquarters of the Conservatory.)

Parker said that the University feels RCMFA concerns about separation are represented through the presence of the association president (McLellan) on the University committee overseeing separation policy, which is chaired by business affairs vice-president Alec Pathy. "And if that is not satisfactory, a representation can be made to Governing Council," Parker said.

Among the requests to be made to the Labour Relations Board by the RCMFA are:

- a declaration that the University has violated the Labour Relations Act
- an order requiring the University to bargain on separation-related matters and to respond to the association's nine-point submission
- an order restraining the University from making any decisions affecting the terms of employment of RCMFA members
- an order requiring the University to disclose its plans for separation

Although McLellan characterized the complaint as "standard", Parker said the University regards the union position on negotiability as unusual. "This is the first case of this kind [to come before the Labour Relations Board] that we are aware of," he said.

"I take this bad faith business very seriously," added Parker. "The University does not bargain in bad faith. We may say no, but that's not bad faith."

## Sexual harassment

Continued from Page 3

considered technically as self-discipline within a group, and penalties would be non-grievable.

Wintrob said that the group had considered a procedure that would have used existing channels, such as administrative staff lodging complaints through the Office of the Vice-President, Business Affairs, which is responsible for personnel matters, or students through the University Tribunal, which deals with academic offences. The group decided that establishing a separate hearing panel was more in keeping with University practice and would provide consistent treatment for all parties. Unionized employees are now able to grieve on discrimination or sexual harassment through their collective agreements, said John Parker, manager of labour relations.

Status of women officer Lois Reimer, who was a member of the group, said she thought the recommendations had been kept as simple as possible and that they tied in with existing University procedures.

Vice-Provost David Cook said the

group's report would be circulated widely on campus for comments.

"After study of these comments and discussion with major groups, an institutional position will be arrived at and those aspects that require Governing Council approval will be sent to Council," he said. "I expect that a policy will be included in the personnel policy manual."

There has been pressure on the administration to develop a policy for some time. The Sexual Harassment Coalition, a group of faculty, staff and students, was formed in the spring of 1982 and produced a policy paper 18 months ago. After meeting with the coalition last fall, the provost agreed to form a committee to look at the issue and named the working group in December. Wintrob said that her group had found the coalition's work helpful. The major difference between the recommendations of the two groups, said Wintrob, was that the working group was more familiar with University procedures and was able to develop recommendations consistent with them.

## Chamber of Commerce calls for better university funding

The Canadian Chamber of Commerce has written to Thomas Siddon, minister of state for science and technology, urging that university funding be recognized as a priority area.

In the letter, Roger Hamel, president of the organization, says there is growing concern within the business community that the squeeze on funding could prevent universities from meeting the needs of society. "The apparent short-term savings that might accrue through continued

underfinancing would be offset by the tragedy that would most inevitably follow."

The letter asks that support for research programs be considered in the upcoming federal/provincial negotiations on the funding of post-secondary education and that the need for quality in education and research be acknowledged even in the face of the financial constraints facing governments. It suggests that the private sector, labour and universities be involved in negotiations on funding and on technological and scientific goals for the nation.



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## Women's centre finds home at Koffler

A women's centre will be located on the second floor of the Koffler Student Services Centre, says University Status of Women Officer Lois Reimer. Years of effort by various groups, most recently by the Coalition for a Women's Centre, have resulted in a permanent, though small, space in a large room overlooking the Bookroom on one side, and the mall on the other. The room will be sectioned into offices for *The Varsity*, CJUT Radio, Downtown Legal Aid and the Women's Centre.

The opening of all four offices is "a couple of months away", said Reimer. Special facilities are needed for *The Varsity* darkroom, and the radio studio.

## Bulletin

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# All eyes on Ottawa, Research Board told

The government's decision on the five-year plan of the Natural Sciences and Engineering Research Council (NSERC) is a crucial one that will indicate the degree of support to be given to research in the next few years, Gordon MacNabb, president of NSERC, told a meeting of U of T's Research Board Sept. 4. MacNabb, who had been invited to comment on the situation in Ottawa, said the government is still struggling to establish priorities and getting bogged down in the debate on Established Programs Financing (EPF), which will have to be resolved in 1987. The NSERC plan was released last spring, but so far there has been no response, and there is pressure from some quarters in Ottawa to delay a decision until EPF is settled, he said. But he is hopeful that by mid-



Geraldine Kenney-Wallace, a professor of chemistry at U of T since 1974, has begun a three-year term as chairman of the Research Board. She succeeds Prof. R.E. Jervis of the Department of Chemical Engineering.

November the council will know where it stands financially for the next two years. President George Connell told the meeting that this is a critical time for government relations with respect to research. "We may have an opportu-

nity to influence for the better the course of events that prevail for the life of the government," he added. Geraldine Kenney-Wallace, who took over as chairman of the Research Board July 1, urged members to be proactive rather than merely reactive.

The meeting considered strategy for lobbying, with Connell recommending "eyeball-to-eyeball contact" between faculty members and their representatives in Ottawa. The board's physical sciences committee reported on its outreach effort to industrial partners. The social sciences and humanities committee is urging academics to let the government know they support the five-year plan of the Social Sciences & Humanities Research Council. The medical sciences committee is concerned about the lack of detail available on the Medical Research Council's plan.

David Nowlan, vice-president, research, said his office is trying to make sure that faculty members know and understand the content of the plans and will press government representatives to support research funding. Thomas Siddon, minister of science and technology, will be on campus Sept. 20 to open the flight simulator facility at the Institute for Aerospace Studies. Pierre Bois, president of the Medical Research Council, will be on campus Sept. 26 and 27. On Oct. 3 and 4, the Science Council of Canada will be meeting at U of T and will be given a tour of research facilities in which the private sector is involved. A research evening Oct. 7 at the Faculty Club hosted by Connell, Nowlan and Kenney-Wallace will honour researchers in the U of T community who have gained distinction in the past year.

## Two medical chairmen win awards

Professor Harry Schachter, chairman, Department of Biochemistry, and Professor David Goldberg, chairman, Department of Clinical Biochemistry, have recently won awards for their research. Schachter received the Boehringer Mannheim Canada Award from the Canadian Biochemical Society for his contribution to glycoprotein research. The award is the highest given specifically to a biochemist in Canada. Goldberg is the first recipient of the "Nova Idea" International Prize in Laboratory Medicine from the Italian

Society of Clinical Pathology in collaboration with the World Association of Societies of Pathology for his work on the pathophysiology and diagnosis of pancreatic disease. Last year Goldberg was one of four recipients of the Lion of Venice Award for contributions to international medicine, given by the Italian Ministry of Health. He received the award for his work in the creation and development of the International Society of Clinical Enzymology, whose headquarters are in Italy.

## Nominations open for Chancellor's award

Nominations are open for the University of Toronto Alumni Association's Chancellor's Award. Any present or past staff member of U of T or its federated colleges is eligible for the award, which will recognize outstanding contribution to the University community other than for

teaching or academic research. Taken into consideration will be the nominee's length of service, distinction of service and dedication to the University community beyond the normal scope of duty and responsibility. The deadline for nominations is October 15; the recipient will be notified by Nov. 1. A single letter of nomination setting out the nominee's merits in relation to the award criteria should accompany any other evidence of support. Supplementary support should be limited to 10 documents, letters, citations, etc. Documents or letters with multiple signatures indicating support may be used. Nominations should be sent to: Ed Thompson, Department of Alumni Affairs, 47 Wilcocks St. For more details on the award, telephone 978-8991.

### Contemporary Perspectives on Classical Virtue

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Participants: A.W.H. Adkins, R.S. Beiner, D.S. Bolotin, C.J. Bruell, L. Byrne, B. Cooper, J. Doull, L. Edmunds, R. Kraut, Y. Lafrance, C. Lefort, P. Manent, H.C. Mansfield, Jr., C. Monro, T.L. Pangle, J.M. Rist.  
Information and Scheduling  
C. Orwin, Political Science  
978-3291

### PLAYBILL 1985-86 ALUMNAE THEATRE 70 Berkeley Street 364-4170

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#### ON THE MAINTSTAGE WED. TO SAT. AT 8:00 P.M. SUN. AT 3:00 P.M.

TEN TIMES TABLE by Alan Ayckbourn  
Oct. 10-26.  
Anyone who has ever been involved in a committee can relate to this romp.

FULL CIRCLE  
by Erich Maria Remarque  
Adapted by Peter Stone.  
Nov. 28 - Dec. 14.  
Suspense and ironic disillusionment, Berlin, April 30 to May 1, 1945.

QUEEN CHRISTINA by Pam Gems  
Feb. 13-March 1.  
The most scandalous of queens viewed with an inquisitive modern eye.

TO GRANDMOTHER'S HOUSE WE GO by Joanna M. Glass.  
April 17-May 3.  
The modern disintegration of and challenges to the family amusingly examined.

#### ELIZABETH MASCALL STUDIO THURS. TO SAT. AT 8:00 P.M. SUN. AT 3:00 P.M.

PAINTING CHURCHES by Tina Howe  
Nov. 7-16.  
A loving and zestfully humorous play, with distinctly Chekhovian overtones.

CATCH ME I'M FALLING by Denis Heber Caslon  
Jan. 23-Feb. 1.

A frustrated college instructor with an aversion to commitment and a library assistant looking for love embark upon an off-beat relationship. An "odd-couple" for the 80s.

ONE WRITER'S BEGINNING by Eudora Welty.  
March 13-22.

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## U of T to observe international day of peace

President George Connell has written to division and department heads suggesting that faculty, staff and students observe a minute of silence at noon on Sept. 17 in recognition of the fourth annual International Day of Peace. The minute of silence will end with the playing of the carillon in Soldiers' Tower. Similar observances will take place throughout the city and in the US and Great Britain. A ceremony will take place at the UN to mark peace day, proclaimed by all member nations.



# In Memoriam

Professor Emil Stamm, Department of Mathematics, Aug. 4. Born in Schaffhausen, Switzerland, in 1930, Stamm did his undergraduate and graduate studies at the Swiss Federal Institute of Technology, Zurich. After receiving his Dipl. Math. in 1954, Stamm was an assistant in the institute's Department of Mathematics & Physics, during which time he held a one-year fellowship at the Institut Henri Poincaré, University of Paris. He then worked for two years as a mathematician for UNIVAC (Sperry

Rand) in Zurich. In 1964 Stamm obtained his Dr. Sc. Math. degree from the institute and came to the University of Toronto as an NRC post-doctoral fellow. He became assistant professor of mathematics in 1965 and associate professor in 1967. Stamm did his graduate work in the field of algebraic topology. He was, however, interested in all branches of mathematics and was regarded as a widely-read universal mathematician. He had lectured as a visiting professor at the University of Freiburg, and at the Ecole

Polytechnique Fédérale de Lausanne. In 1971 he was an invited lecturer at the 13th biannual seminar of the Canadian Mathematical Congress held at Dalhousie University. In 1973 Stamm suffered a severe heart attack and underwent major surgery. Despite continuing poor health, he remained a conscientious teacher and helpful collaborator. Recently Stamm had shifted his main mathematical interest to global analysis and was about to take a sabbatical to pursue research in this field.

20th century surrealists, Father Bondy received honorary degrees from the Universities of Montreal, Laval and Ottawa. In 1979 he was awarded the degree of Doctor of Sacred Letters

from St. Michael's. In 1952 he became a *Chevalier de la Légion d'honneur*. Fondly remembered for his personal warmth, Father Bondy was also known for his service to the French-

speaking community in Toronto. He was diligent in his efforts to build bridges between U of T and Canada's French-speaking universities.

Wadia Rizk, Catalogue Records Department, Roberts Library, Aug. 22. Born in Egypt in 1919, Miss Rizk joined the library staff in 1967, shortly after emigrating from Cairo. After four years' service as a proofreader and bibliographic searcher in the

Union Catalogue Section, she worked on adjustments of bibliographic records in the canelers and transfers unit of the Catalogue Records Dept., where her knowledge of Arabic proved useful in identifying and classifying material in that language. She is remem-

bered by colleagues as being a meticulous worker and generous. A devout Presbyterian, she helped establish a Bible study group at Roberts. Miss Rizk bequeathed her savings and possessions to charity.

Harry Whittaker, professor of histology, Aug. 26.

Whittaker's renown and popularity as a teacher kept him active in the Faculty of Medicine for three years past his official retirement in 1979. In 1975, the Liverpool native received an outstanding teaching award from the Ontario Confederation of University Faculty Associations (OCUFA), after nomination by more than 600 students and former students, including then U of T President John Evans. Other honours bestowed on Whittaker included a distinguished

service award given in 1977 as part of the University's Sequentennial celebrations and the Dr. Mary E. Hollington Award for excellence in pre-clinical teaching, conferred in 1984 by the University's Medical Alumni Association. Perhaps most revealing of his personal qualities, however, was his 1956 honorary induction into the student Medical Society.

This was one year after Whittaker was appointed chief technician in the histology department, and 26 years after he joined the U of T technical staff. He

was later promoted to demonstrator and lecturer, becoming assistant professor in 1982. Although his early work on burns and skin tissues resulted in offers of research positions at other institutions, Whittaker preferred teaching, and invariably judged himself by the success of his students. His teaching philosophy emphasized clarity. "Keep it simple" was his motto. "If you can't explain something to your brother or sister, you probably don't understand it yourself."

Louis J. Bondy, Professor Emeritus, Department of French, President, St. Michael's College, Aug. 27.

Father Bondy, a native of Sandwich, Ont. (now part of Windsor), never relinquished his interest in French literature, and until very recently could be seen inspecting recent acquisitions at the St. Michael's College library. However, before earning his MA (1924) from the University of Chicago and PhD (1927) from Johns Hopkins, he was ordained to

the priesthood as a member of the Congregation of St. Basil. Born in 1894, he was Toronto's oldest Basilian father.

Father Bondy was an alumnus of St. Michael's College, where he earned his BA in 1917. He returned to St. Michael's in 1928, as head of the college's Department of French, after six years of teaching at Assumption College in Windsor and a period of study in France. At the same time, Father Bondy accepted the position of

superior of St. Basil's Seminary (later College). This post he relinquished in 1934 to become superior of St. Michael's College, and, from 1946 to 1952, president. He continued to serve as French department head until 1962, and was appointed professor emeritus in 1965.

During his distinguished academic career, which saw him specialize in 19th century authors such as Baudelaire, Chateaubriand and Brunetière as well as the

## Bissell professor of Canadian-American relations

Charles Doran, professor of international relations at the School for Advanced International Studies, Johns Hopkins University, is the Claude T. Bissell Professor of Canadian-American Relations in the Centre for International Studies for 1985-86.

Doran, 42, specializes in international relations theory and its application to policy making in a number of areas, including Canada-US relations.

Director of the Center of Canadian Studies at Johns Hopkins, Doran is co-director of a project on Canada-US relations sponsored by the American Assembly and the Council on Foreign Relations. He is a member of the executive council of the Association for Canadian Studies in the US and in 1983 he was inducted into the Canada-American Committee.

He has written extensively on topics such as Canadian-American relations, the political economics of energy resources, and domestic and interstate conflict in Latin America and the Middle East. *Forgotten Partnership: US-Canada Relations in the 1980s* is his most recent book.

While at U of T, Doran will be cross-appointed to Trinity College and to the Department of Political Science. He will deliver a number of public lectures in the fall.

The Bissell professorship is funded by the Associates of the University of

Toronto, Inc., a New York-based group of graduates and friends of U of T.

## ESL courses for U of T staff

U of T staff can take advantage of several School of Continuing Studies courses specifically designed for non-native speakers of English. Since the school's courses are covered under the University's Educational Assistance Policy, participants can submit a completed U of T Educational Assistance Form to obtain a fee waiver. The courses, which start in the fall, are given by trained English language professionals. The offerings cover all aspects of English language training: speaking, writing, listening and reading.

In addition to courses for individuals, the school will design special programs to fit the needs of particular groups within the University.

For more information about these and other school courses available to U of T staff, call 978-2400.



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# Koffler Centre opens with gala celebration

by Janet Dunbrack

As five pairs of blue scissors cut through blue ribbon, the Koffler Student Services Centre was declared officially open on Thursday evening. Premier David Peterson, President George Connell, Students' Administrative Council president Scott Burk, Governing Council chairman St. Clair Balfour and benefactor Murray Koffler did the cutting to cheers from several hundred members of the University and Toronto communities.

In the air hung the scent of perfume and gunpowder (the engineering students' Skule band had earlier fired off a small cannon in the mall, causing startled guests to spill their white wine).

"This building we loved as the central library has been reborn for the benefit of the University and the community," said broadcaster Barbara Frum, who was host of the opening ceremony.

The building's renaissance was the result of a walk he took in the late 1970s with Murray Koffler, said Balfour. From serving on Governing Council, they both knew that students wanted a centre where all services would be coordinated. As the two men walked by the former library, Balfour remarked that it was in danger of being torn down and should be saved. "I saw a light in Murray's eyes, then he said, 'Let's talk to the mayor'." They did, and Koffler lobbied politicians until they agreed to sell the library to the University for \$1.1 million, a low price that Balfour called "a political decision".

In his remarks, Koffler talked of the new vitality of the building and his happiness that it was a "people place". He had listened to students' concerns, and was delighted to see the dream come true. "I hope this centre will be a connecting link between the University and the city of Toronto," he added.

In an earlier interview, Koffler said he had been keenly aware that students wanted a sense of community, to feel part of a school. One of their suggestions had been that student services be brought under one roof, but that appeared to require both money and a new building, neither of which the University could provide. "The central library appeared to be a solution to the problem, and I decided to act as a catalyst," Koffler said. He had persuaded and donated the money to buy the building in 1980. The \$1 million gift, given with the support of his wife Marvella and their five children, did not end Koffler's involvement with the centre — he has helped with subsequent fundraising, particularly for the theatre.

Connell directed his remarks to staff who work at the Koffler Centre, saying that the service they provide is "what the University is all about", and to students who, he hoped, would find the services easier to locate. He added his hope that "the quality of what [the services] do for you will be greatly enhanced".

In welcoming the premier, Connell joked that Peterson's predecessors Frost and Robarts had attended such openings on an almost weekly basis. "I won't predict that this will be the only opening during the premier's term — he may have a very, very long term of office."

Peterson replied in kind that he was delighted to attend the ceremony, but distressed at being asked to wear blue



It's officially open — cutting the ribbon are President George Connell, Premier David Peterson, SAC president Scott Burk, Governing Council chairman St. Clair Balfour, and Murray Koffler, chairman of Shoppers Drug Mart Ltd. and his wife Marvella.

ribbons in his lapel. "On the next occasion," he said, "recall that the provincial government is the source of your funding, and reconsider the colour of the ribbons." Congratulating the University on the centre, Peterson recalled his three years spent as a student here. Although he had used the law library rather than the central library, he said he had a fondness for historic buildings and began his political career with a fight over the renovation of such a building in London.

SAC president Scott Burk thanked Koffler for performing a great service to students. "Your vision has been realized in this building," he said. Centralizing essential services in one building will be a boon to students who have had to run around campus looking for them, he added.

The final event of the opening ceremony was a draw from the names of donors who had each contributed \$1,000 a seat in the fundraising campaign for the theatre. The winner was Governing Council member Mary Kent (government appointee) who won the right to name the theatre. "I don't know what name I'll choose," she said. "I'll have to think it over and talk to several people about it." The name Kent selects will have to be approved by Governing Council.

Attending the gala was colleges and universities minister Gregory Sorbara, who toured the centre. He said he enjoyed the vibrancy and sense of optimism that the opening was

generating in the University community.

The centre, renovated at a cost of \$7.7 million, houses the Campus Chaplains' Association, the Career Centre, the Counselling & Learning Skills Service, the Graduate Centre for the Study of Drama, the Health Service, Housing Service, Services to Disabled Persons, Student Awards and the Bookroom. Most services have been open since they moved into the centre in late June and early July.

After Koffler's gift, the cost of the \$7.7 million renovation came from the Ontario Ministry of Colleges & Universities, the University of Toronto Press and Update funds.

The renovation appears to please the University community. Architects Howard Chapman (whose father Alfred designed the 1907 building and later additions) and Howard Walker have respected the *beaux-arts* style of the building, which was designated a historic site in 1975 under the Ontario Heritage Act. A particularly striking detail is the ceiling of the South Hall (the Bookroom), painted in gold, green and orange — brighter than the original dark bronze in order to express, say the architects, "the revitalized future for the building".

Light also prevails in the glass-ceilinged mall joining the South and North halls. The stylized arches of the mall are intended to be "playful", said Chapman, and "allude to the classical style, rather than compete with it".

After coping with the challenge of

installing ducts, pipes, cables and fire sprinklers in the historic areas without disturbing classical features, Chapman said he found designing the third-floor theatre a pleasant job. The deep red-orange and purple colour scheme and the lighting effects of the public areas are deliberately theatrical.

The Graduate Centre for the Study of Drama is preparing for its first production in the new 170-seat theatre: British playwright Tom Stoppard's *Travesties*, opening Oct. 9. Drama centre director Ronald Bryden describes the theatre as "state of the art". Bryden is particularly pleased to have adequate rehearsal space. Until two years ago, his group used a room in this building near the Transitional Year Program office. Since renovations forced them out of that rehearsal studio, Bryden said he has been feeling like Blanche DuBois "depending on the kindness of old friends".

Staff in student services also like their new quarters: air conditioning tops the list of favourite features, since many services had been located in old buildings. Most staff also mention brightness, beauty of the building, and interesting location. Although the Koffler Centre is at the south end of campus, student services expect a sharp increase in users because of the "drop-in" effect of having services close together. Anticipation of this month's expected boom ranges from "mildly alarmed" to "frankly terrified" because staff are already working to capacity and

PHOTOS BY GALA, STEVE BEHAL



Premier Peterson was greeted on arrival by President Connell and Joanne Philpott, government appointee to Governing Council and chairman of the volunteer committee that organized the gala.



Murray and Marvelle Kotler (centre) enjoy the opening festivities.



Scott Burk and St. Clair Balfour shared the jubilant mood of hundreds gathered for the opening ceremony





Earlier in the centre's theatre, Koffler discussed the season's opening production, *Travesties*, by Tom Stoppard, with Professor Ronald Bryden, director of the Graduate Centre for the Study of Drama, and Elaine Culiner, chairman of the theatre fundraising campaign which raised more than \$150,000.

services do not have funds, in most cases, to hire more employees. On a typical quiet day this summer, 1,000 students visited the Career Centre — before any publicity was done.

Bookroom manager John Taylor expects the University of Toronto Press's investment of \$3.25 million in renovations to pay off and predicts that sales will soon top last year's total of \$17 million. The third largest book-seller in Canada, the Bookroom, medical bookstore (both in the South Hall) and textbook store (on the mall level) among them carry more than 50,000 book titles and a selection of more than 300 magazines. Bookroom promotions manager Eddy Yanofsky hopes to draw more customers with events this season involving writers Robertson Davies, Margaret Atwood, Elspeth Cameron, Tim Wynne-Jones, and artist Robert Bateman, among others.

Adults are not the only readers enjoying the pleasure of browsing in elegant surroundings. The Bookroom's Pook Corner, decorated with characters from the A.A. Milne classics, provides a setting for 300 titles ranging from infant to teenage reading. Some French and Italian children's book titles are available, as well as cassette tapes of such favourites as *The Little Prince* and *Alligator Pie*.

The second-floor computer shop sells Apple, IBM, Zenith, Sanyo and Sperry computers, software and computer magazines. In order to buy hardware for all brands except Sperry, customers must have a U of T affiliation.

Across the hall from the computer shop is a new service: an inter-faith, chaplaincy that will have early evening, as well as daytime, hours. The chaplaincy has been established partly in response to the 1984 survey on the quality of student life at the University. In their comments, several students had asked, "Where is the chaplain's office?"

Roman Catholic, Protestant and Jewish clergy will be available at various times. The chaplaincy will offer marriage preparation courses for all members of the University community.

Despite having services spread over four levels connected in some cases by grand staircases, the Koffler Centre is fully accessible to the disabled through ramps and elevators. Elevator



A University celebration would not be complete without the Engineering Skule Band.

controls can be reached by those in wheelchairs and have braille and schematic symbols. Tops of telephones are placed at 130 centimetres above the ground — a so-called "universal height", said Services to the Disabled director Eileen Barbeau, who worked closely with the architects in making the centre accessible.

With the tempo of work picking up in most services, memory of the summer's move is fading. It was hard work, with services packing and unpacking more than 5,000 boxes in all. Shirley Mason, director of the Housing Service, remembers her office's move. It was the only service

that did not close because heavy student use coincided with moving day. In order to close the office at 49 St. George St. on June 20 and open the next morning at the Koffler Centre, Mason's staff prepared duplicates of all housing postings, hundreds of them. For a few days after June 21, listings were available at both locations.

"It was a process of attrition," said Mason. "At the St. George Street office, first the desks went, then the chairs, and staff left behind to answer queries were working standing up in bare rooms. People in the office next door took pity and lent us two chairs."



# McLuhan's work to be kept alive, carried forward, with help of Connaught grant

by Arthur Kaptainis

The McLuhan Program in Culture & Technology — which in February 1983 rose from the ashes of the late Professor Marshall McLuhan's own Centre for Culture & Technology — will be pursuing its interdisciplinary agenda with a little more peace of mind for the next three years thanks to a development grant from the Connaught Fund totalling \$132,186.

The grant was one of two awarded by the fund in March — perhaps for the last time. A moratorium was imposed by the Connaught Committee on the fund's development grant program as a response to growing demands on the fund's budget. No decision has yet been reached on whether the development grant program will be revived or discontinued.

To the McLuhan program, however, the grant makes as fundamental a difference as permitting callers to hear a live voice answering the phone in its headquarters at the Coach House off Queen's Park Crescent East rather than a message through the decidedly cool medium of the tape recorder. Another basic addition to the facility will be that most celebrated addition to the technological landscape, a personal computer.

Although these improvements will greatly enhance the ability of program co-directors David Olson and Derrick de Kerckhove to administer the seminars and lectures already established, the most academically significant portions of the grant are the sums earmarked for research

project development and resource development.

The research development portion of the Connaught grant — \$15,000 per year — is not intended to see projects through from beginning to end. Rather, it will set the wheels of untried research in motion. If projects show promise, the program will assist researchers in applying for funding from other agencies. (The application to the Connaught Committee quotes a document from the Social Sciences & Humanities Research Council affirming the "strategic" importance of communications research.)

Seed money is essential in the emerging communications and technology discipline, says Olson, because so little groundwork has been done. "It is not as if you can look in a book and find the basis for the work you want to do."

However, another ongoing ambition of the program is to improve the source material available to researchers interested in the field. This is where resource development, supported by \$10,000 annually, enters the picture. The money will go towards creating bibliographies in relevant disciplines, such as literacy, and establishing a modest collection of volumes not found elsewhere in the U of T system.

Much of the bibliographic work involves the cataloguing of McLuhan's own published writings in rare and out-of-print journals and anthologies. A long-term ambition of the program is to collect those most relevant to current research interests for republication in a "more usable form that will have greater impact" — perhaps a journal. Olson emphasizes, however, that "these are goals". The appropriate resources and procedures do not yet exist.

There is a general bibliography of McLuhan's writings at the Coach House, but one that is, according to Olson, "rather badly organized and seriously out of date". Improving on this is another priority: not so much to create an absolutely exhaustive list, he says, but to organize it so that scholars wishing to track down McLuhan's thoughts on specific topics, such as television, newspapers, or literacy, can do so quickly.

Steady growth of the already busy schedule of academic and public activities hosted and sponsored by the program is the other benefit of the Connaught grant. There will be two graduate seminars offered beginning

this fall: Media, Mind and Society, and Foundations of Cognitive Science.

Open seminars on literacy have occupied the first Monday of every month in the last winter session, while seminars on cognitive science have been fixtures on alternate Wednesdays. Second Mondays see a gathering of artists and business persons informally discussing culture and technology. Called the McLuhan Fun Fair, this seminar is modelled after the celebrated Monday night seminars once overseen by McLuhan himself.

There are also periodic conferences and visits by scholars (recently, critic Hugh Kenner of Johns Hopkins University, who spoke about his association with McLuhan and U of T), as well as the annual McLuhan lecture, sponsored by Teleglobe Canada. This year's guest was Cambridge anthropologist Jack Goody, who spoke in March on "Writing and Religion". Another event that attracted wide attention was the annual meeting of the Society for Philosophy & Psychology, which featured discussions of topics ranging from artificial intelligence to the empirical status of psychoanalytic theory, as well as the controversial presence of the US sociobiologist Arthur Jensen.

Organizing conferences of this type is an activity directly related to the development of culture and technology as a discipline, since the scholars now gravitating to the field hail from psychology, linguistics, philosophy, computer science, anthropology, sociology, library science, or education. The co-directors are themselves appointed and paid elsewhere — Olson at OISE and de Kerckhove in the Department of French. Both work at the McLuhan program on release time granted by their home departments and institutions.

All this is appropriate, since the main purpose of the program is to "serve as a focal point" for scholars who might otherwise never meet. "There are a lot of very good people at U of T working on issues related to cognitive science, and also in literacy," says Olson. "The fact is that they have been labouring away without knowing

about the complementary work being done by other people in the University.

"The seminars and conferences that we hold bring these people from the University out, not to mention people from other institutions. There is plenty going on in Canada. We just haven't had a centre to pull all of this activity, and the various departments it emerges from, together."

In its attempts to become this centre, the McLuhan program will have to emulate the formally academic procedures of the disciplines that feed it — and possibly veer away from the style of the thinker who gave the program its name.

"Some people outside the University think we are not McLuhan-y enough," concedes Olson, "that where McLuhan was artistic, we are academic, too much in the spirit of social science."

"Well, we take McLuhan very seriously as a starting point for our program. We try to keep his work available and his ideas alive. But we don't try to imitate him, and don't treat his work as scripture."

"McLuhan started the work in many of the areas we are concerned with. We have attempted to carry the work forward using the best available methods."

## Best mechanical engineering paper

Professor Bez Tabarrok, professor of mechanical engineering and associate chairman of the Division of Engineering Science, recently won the Robert W. Angus medal of the Canadian Society for Mechanical Engineering. The medal, named after a former U of T professor of chemical engineering, is awarded each year for the best paper on a mechanical engineering subject. Tabarrok won the award for his work on complementary variational principles in elastodynamics.

## Fellowship awarded for book on US constitution

Thomas L. Pangle, a professor of political science, has been awarded a National Endowment for the Humanities fellowship for 1985-86. The fellowship is valued at \$27,500 (US).

The award is for research on a book exploring the philosophic and theoretical foundations of the American Constitution. The book is scheduled for publication in 1987, the bicentennial of the Constitution.

Pangle, who came to U of T in 1979, had a National Endowment for the Humanities fellowship in 1975-76 and a Guggenheim fellowship in 1981-82.



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## Notebook

This summer's move of seven student services to the Koffler Centre provoked one sit-in: a student came to the Simcoe Hall office of Student Awards to pick up her cheque, which couldn't be found. She stared at the stacks of boxes stuffed with 12,000 files waiting to be moved and said, "I know it's in there somewhere, and I won't leave here until you find it". She meant it. After several hours, the Student Awards office tracked down the cheque to her college, where it had been waiting to be picked up.

\*

Throwing out junk is one of the joys of moving. The Bookroom staff was diligent in this task, but it came back to haunt them: the movers carefully packed a full truck with the discarded furniture and delivered it to the Koffler Centre.

The bold colour schemes of some offices at the Koffler Centre please some occupants more than others. The Counselling & Learning Skills Service moved into premises decorated with deep blue and green trim. They plan to cover it with a soft yellow.

\*

We predict this problem will be solved before the cold blasts of winter arrive: unless staff using the washrooms on the mall level remember to prop open the right door, they are locked out of the mall and must exit to the parking lot and walk around the building to get back in.



# University of Toronto — Recommended Statement of Policy and Procedure on Sexual Harassment

The Report of the Working Group established to recommend a policy and procedure to deal with allegations of sexual harassment relates to an issue of importance to the University community. If you have any comments please direct them to my office in Simcoe Hall.

Frank Iacobucci  
Vice-President and Provost

Sexual harassment in any situation is reprehensible and potentially damaging. In the University community it can jeopardize the rights of students, faculty and staff. The University of Toronto does not tolerate any form of sexual harassment and its administration, at all levels, accepts responsibility for providing an environment free of sexual harassment.

Allegations of sexual harassment reported or made known to the University, within the scope of its responsibilities and powers to act, shall normally be processed and/or acted upon in accordance with this policy and procedure. Members of the University are advised to refer any cases of sexual harassment to the Sexual Harassment Complaints Officer and to treat such referrals in the strictest confidence. This policy is available to all University of Toronto students, faculty, librarians and staff, including unionized employees. It is not intended to preclude the negotiation of sexual harassment procedures within collective agreements, nor an appeal to the Human Rights Commission.

## Definition

For the purpose of this policy sexual harassment is defined as follows:

1. A sexual advance or solicitation if (a) submission is, expressly or by implication, made a term or condition of a person's employment, advancement or academic success or (b) submission or rejection is used as a basis for employment or academic decisions affecting the person.
2. Verbal or physical conduct, occurring either on university premises or in the pursuit of a University activity, that emphasizes another person's sexuality or sexual orientation in a manner which the actor knows or ought reasonably to know creates for that other person an intimidating, hostile or offensive working or learning environment.

## Sexual Harassment Complaints Officer

The University will appoint a suitable individual to act as Sexual Harassment Complaints Officer. The Complaints Officer should ensure that, where complainants request assistance or advice from a person of either sex, such assistance is available. The Complaints Officer will:

1. Be responsible for the application of the Sexual Harassment Policy and Procedure as subsequently provided herein.
2. Function as counsellor and adviser. This may involve providing an advisory and/or information service equally to either or both parties in an allegation involving sexual harassment. It may include assisting a complainant in determining if sexual harassment has occurred; assisting a respondent in determining the basis for a complaint of sexual harassment; assisting either or both parties in the formulation of an appropriate

response; and advising a complainant or a respondent of the options available through University policy. The Complaints Officer is also expected to be able to provide some personal counselling and where necessary, referral to the appropriate counselling services.

3. Act as educator, providing the University community with information about the issue of sexual harassment and ensuring that the University at large is aware of the Sexual Harassment Policy and Procedure.
4. Maintain records and pertinent statistics on all matters of alleged sexual harassment referred to the Complaints Officer.
5. Report to the President, and to the University community at large, at least annually, on matters relating to sexual harassment.

## Fundamental Principles

In establishing the procedure for dealing with allegations of sexual harassment, the University is guided by the following principles:

1. A spirit of fairness to both parties must guide the proceedings. This includes the respondent's right to know both the allegations and the accuser, and the rights of both parties to a fair and impartial hearing.
2. Confidentiality must be maintained to ensure a fair hearing for both the complainant and the respondent and to protect them against unsubstantiated claims which might result in harm or malicious gossip.
3. Confidentiality must be distinguished from anonymity. The complainant who wishes to seek a remedy or a sanction through this procedure must be prepared to be identified to the respondent. This Policy does not however prevent anyone from seeking counselling or advice on a confidential basis from the Complaints Officer.
4. The fact that a complainant may have suffered harm or injustice as a result of sexual harassment, and may wish only to see that harm remedied or redressed and not pursue disciplinary action or seek sanctions against the respondent, should be taken into account. Thus, provision is made for a complainant to seek a remedy without necessarily instituting a formal proceeding for disciplinary action. Balanced against this is the University's right — and responsibility — to insist that in specific cases it is not appropriate to grant a remedy without disciplinary action against the individual whose misconduct is at issue. It is also necessary to avoid situations in which the University grants remedies which imply some wrong doing on an individual's part, without allowing the individual due process. Overall, this policy is structured to encourage the parties and the University to seek agreeable solutions with the help of the Sexual Harassment Complaints Officer and/or mediator.
5. This policy provides that the complainant not be compelled to proceed with a complaint or disciplinary action, or be required to testify, against his or her will. It further provides the complainant with the right to withdraw a complaint at any point up to the end of a formal hearing. It also recognizes the fact that, once a complaint has reached the stage of a formal hearing, the respondent is entitled to a specific disposition of the issue. Thus, the procedure provides for the dismissal of

the proceedings in the event that the complaint is withdrawn once a formal hearing has begun, but before it has concluded.

## Procedure

An individual who believes that he or she has been sexually harassed should contact or be referred to the University's Sexual Harassment Complaints Officer. Following consultation with the Complaints Officer, the complainant may decide to:

1. take no further action,
2. make a written complaint requesting the Complaints Officer to attempt a resolution of the complaint by informal means or by mediation, or
3. make a written complaint initiating proceedings for a formal hearing.

If the complainant decides to take no further action, the Complaints Officer will not proceed and the matter will be closed.

If the complainant wishes to pursue the complaint, the following shall occur:

- 0:01 The complainant will provide the Complaints Officer with a written statement giving details of the alleged harassment, and with authorization to proceed in the manner chosen by the complainant, as in 2 or 3 above. Unless exceptional circumstances justify a delay, the complaint must be filed within a period of twelve (12) months from the time of the alleged incident. However, it is recommended that the complainant file the allegation as quickly as possible.
- 0:02 Upon receipt of the written complaint, the Complaints Officer will inform the respondent of the allegation(s) and will provide the respondent with a copy of the written complaint.
- 0:03 The complainant has the right to withdraw the complaint at any time prior to the conclusion of the formal hearing. If the complainant chooses to withdraw the complaint after a formal hearing has begun, the respondent is entitled to have the proceedings dismissed.

## Informal Resolution

1:01 The Complaints Officer may discuss the allegation with both complainant and respondent with a view to reaching a resolution. This process is not intended to take the place of the mediation procedure outlined below, but rather to allow the Complaints Officer to resolve relatively straightforward complaints in an expeditious manner. If a resolution acceptable to both the complainant and respondent is agreed upon, the issue will proceed no further, except that the Complaints Officer may assist in bringing about whatever administrative or other action is needed to implement the solution. The Complaints Officer's report of the resolution, signed by both parties, and a copy of the written complaint will be kept on file by the Complaints Officer.

1:02 During the informal resolution, either party may be accompanied by another person of his or her choosing who may be a solicitor.

1:03 If no resolution is achieved the complainant may ask the Sexual Harassment Complaints Officer to initiate mediation or, if mediation seems unlikely to bring about a solution, a formal hearing. The complainant may also choose to withdraw the complaint.

## Mediation

2:01 If a resolution cannot be reached informally, a process of mediation may occur, at the Complaints Officer's discretion, and with the agreement of both complainant and respondent. A mediator who is unbiased and independent of both parties will be selected by the Complaints Officer. The mediator should normally be from within the University community. The mediator should be chosen and the mediation process normally begun within ten (10) working days from the time the complainant and the respondent have agreed to mediation.

2:02 The mediation process shall normally be concluded within thirty (30) working days. If a resolution is achieved as a result of mediation, a working copy of the resolution will be signed by the parties involved in the mediation process. A copy of the written complaint, the mediator's report and the resolution signed by both parties, will be maintained by the Complaints Officer.

2:03 During mediation, either party may be accompanied throughout the proceeding by another person of his or her choosing who may be a solicitor.

2:04 The Complaints Officer may be present as an observer during mediation.

2:05 If no resolution is achieved through mediation, the complainant must choose either to proceed to a formal hearing or to withdraw the complaint, within thirty (30) days.

## Formal Hearing

3:01 The complainant may proceed directly to a formal hearing in the following circumstances:

1. in lieu of informal resolution or mediation;
  2. if the respondent does not agree to informal resolution or mediation, or
  3. if informal resolution or mediation does not resolve the dispute.
- 3:02 The decision to proceed to a formal hearing shall be indicated in writing to the Complaints Officer and communicated to the respondent within thirty (30) days of the relevant circumstance named in 3:01.
- 3:03 Prior to making a decision to proceed to a formal hearing, the complainant may ask the Sexual Harassment Complaints Officer to submit the case to the University Discipline Counsel for consideration. The University Discipline Counsel shall have the discretion to undertake the prosecution of the case, or to decline. This decision shall be communicated to the Sexual Harassment Complaints Officer who shall in turn inform the complainant. The complainant may elect to prosecute the matter without the involvement of the University Discipline Counsel.
- 3:04 The complaint will be heard by a three-member Hearing Board. The composition of the Hearing Board is outlined in section 4:01 below.

## Establishment of a Formal Hearing Board

4:01 The President of the University shall invite the various campus constituencies to nominate members for the Sexual Harassment Hearing Panel. The Hearing Panel will consist of twenty (20) members, chosen by the President of the University in consultation with the Sexual Harassment



Complaints Officer. Candidates will be nominated by their constituencies, as follows: 5 undergraduate students, full and part-time, 5 graduate students and teaching assistants, 5 faculty and librarians and 5 staff including unionized employees. Members of the Hearing Panel will be appointed for two-year terms, except student members who will be appointed on an annual basis. All terms are renewable. A Chair shall be appointed from among the Panel members by the President in consultation with the Sexual Harassment Complaints Officer.

4:02 The President of the University in consultation with the Sexual Harassment Complaints Officer will also designate a lawyer (and an alternate), from the University Tribunal who will serve on the Sexual Harassment Hearing Board.

4:03 Upon written authorization from the complainant and notification of the respondent (3:02), the Complaints Officer will inform the Chair of the Hearing Panel and ask that a three-member Hearing Board be

drawn up to adjudicate the complaint.

4:04 The Chair of the Hearing Panel will ask the complainant and the respondent each to indicate a constituency from which the Chair of the Hearing Panel will then name one member to serve on the Hearing Board.

4:05 The Chair of the Hearing Panel will also arrange for the designated University Tribunal lawyer (or alternate) to be the third member of the Hearing Board and to preside over the hearing.

4:06 The Chair of the Hearing Panel shall inform both parties, in writing, of the composition of the Hearing Board. Either party may object to any panel member. These objections should be submitted to the Chair who shall make a ruling.

4:07 The Hearing Board shall conduct a hearing in accordance with the Statutory Powers Procedure Act.

4:08 Both the complainant and the respondent are entitled to attend the hearing. Either party may be accompanied throughout the proceedings by another person of his or her choosing

who may be a solicitor.

4:09 The hearing should be concluded as expeditiously as possible, normally within ninety (90) working days.

4:10 Within thirty (30) working days of the conclusion of the hearing, the Hearing Board will submit a recommendation to the President of the University. The recommendation of the majority carries. This recommendation may range from complete exoneration of the respondent to severe disciplinary action, including dismissal and/or expulsion in accordance with established policies and procedures and by the terms of existing contracts of employment and collective agreements. The Hearing Board may also recommend remedies which it deems appropriate to redress any harm or injustice suffered by the complainant.

4:11 The President's decision will be conveyed in writing to all parties within ten (10) working days of the recommendation of the Hearing Board.

4:12 Records shall be kept as required by the Statutory Powers

Procedure Act.

4:13 A decision involving disciplinary action may be appealed through the appropriate mechanism within University procedures as follows:

(a) In the case of an appellant who is a member of the academic staff, recourse should be made directly to Step 4 (Grievance Review Panel) of the Grievance Procedure, Article 7, *Memorandum of Agreement*.

(b) In the case of an appellant who is a member of the administrative staff, recourse should be made directly to Step 4 (Grievance Review Board) of the Complaints and Grievance Procedure.

(c) In the case of an appellant who is covered by a collective agreement, recourse should be made directly to the provisions for arbitration in the collective agreement.

(d) In the case of an appellant who is a student, recourse should be made directly to the appellate division of the University Tribunal.

July, 1985

## Report of the Provost's Working Group on Sexual Harassment

### Background to the Working Group

In December 1984, the Vice-President and Provost of the University of Toronto appointed a Working Group to recommend a policy regarding sexual harassment. The following were appointed to the Working Group: Ms. Anita Braha, Sexual Harassment Coalition; Professor Elizabeth Cowper, Department of Linguistics, Faculty of Arts & Science; Professor Bruce Dunlop, Faculty of Law; Dr. Beata Fitzpatrick, executive assistant to the vice-provost, Office of the Vice-President & Provost (secretary); Ms. Jane Friesen, CUEW; Ms. Helen Humphrey, SAC, student, Faculty of Applied Science & Engineering; Mr. Eric McKee, assistant vice-president student affairs, Office of the Vice-President & Provost; Ms. Lois Reimer, status of women officer; Ms. Jose Sigoun, Department of Microbiology, Faculty of Medicine; Ms. Fiona Waite, part-time undergraduate student, Faculty of Arts & Science; Ms. Karen Wendling, graduate student, Department of Philosophy; Ms. Nanci Wintrob, office of the dean, Faculty of Arts & Science (chairperson).

### Terms of Reference

The Working Group was given the following terms of reference: To recommend a policy for the University of Toronto regarding sexual harassment. In the process the Working Group should:

1. Consult as widely as is possible and practical.
2. Take into account:
  - (a) the preliminary work already done by the Sexual Harassment Coalition;
  - (b) the comments and suggestions regarding the coalition's report;
  - (c) the need to define the relationship of a sexual harassment policy to existing procedures;
  - (d) the need to create a policy which is as simple as possible and which utilizes existing functions and procedures as far as this can reasonably be done.

3. Report as soon as possible and not later than February 28th, 1985 (later amended by the provost to June 30th, 1985).

### Modus Operandi

The Working Group began its work by announcing its existence and its task to the University community. This was published in the University of Toronto *Bulletin*, the newspaper, and *TheVarsity*. A memorandum was also circulated to principals, deans, directors and chairpersons. The announcements invited written submissions and two were received. The coalition's report on sexual harassment was made available as were the thirty responses to the report which had been received by the administration. Many other articles and reports were referred to by the Working Group and these are listed in Appendix A, attached. Based on this material and on the views of the Working Group members, a series of issues were identified for discussion. Throughout our discussions the members of the Working Group reported back to, and received input from their constituencies.

In our initial meetings, the Working Group noted the lack of adequate policies or procedures within the University to deal with various forms of discrimination or harassment. Nonetheless, it was clear that we had no choice but to deal with the issue of sexual harassment in isolation, given our mandate and the time constraints. We feel strongly however that the University should consider developing a comprehensive policy covering this whole area.

### Rationale for a Specific Sexual Harassment Policy

By establishing the Working Group, the administration has already indicated its acceptance of the need for a sexual harassment policy.

The Working Group agreed with the University of Minnesota Policy which states:

"Sexual harassment is especially

serious when it threatens the relationship between student and teacher or the relationship between a supervisor and his or her subordinates. Through grades, wage increases, recommendations for graduate study, promotion, and the like, a teacher or a supervisor can have a decisive influence on a student's or staff member's success and future career at the University and beyond.

"When a person is subjected to unwanted sexual attention, a situation is created that may have devastating implications for individual students and staff, and for the academic community as a whole. Through fear of reprisal, a student, staff or faculty member may submit to unwanted sexual attention at the price of debilitating personal anguish or may withdraw from a course or position and thus be forced to change plans for a life's work.

"Conversely, a teacher or supervisor may be inhibited from developing a close and professionally appropriate relationship through fear of initiating a misunderstanding as to sexual harassment. In some cases, a person against whom a complaint is directed may be unaware that his or her behaviour is inappropriate or coercive, or a person's actions or words may be misinterpreted by another. Such misunderstandings, if not resolved, can interfere with the educational and administrative process even when no actual harassment has taken place.

"While sexual harassment most often takes place in a situation of power differential between the persons involved, this policy recognizes also that sexual harassment may occur between persons of the same University status.

"Thus, in both obvious and subtle ways, the very possibility of sexual harassment may be deeply destructive to individual students, and staff. Academic and career relationships may be poisoned by the subtle and destructive overtones of this problem."

There are presently external routes

to deal with some forms of sexual harassment, namely, (1) the criminal process, (2) the launching of a civil lawsuit, or (3) the Human Rights Commission, as well as some internal mechanisms which operate on an *ad hoc* basis. However, there is no doubt in the minds of the members of the Working Group that the University should have its own policy and procedure to deal with allegations of sexual harassment. The University of Toronto has a clear responsibility, as an educational institution and as a work-place, to do everything possible to prevent incidents of sexual harassment. By centralizing the procedures to deal with sexual harassment, we ensure that complaints are treated uniformly and fairly. Confidentiality is also less imperilled and the imposition of sanctions more easily achieved. More importantly, the University makes clear its commitment to end this form of discrimination.

It is difficult to determine the extent of the problem of sexual harassment at the University of Toronto since no systematic study has ever been undertaken. However, information from other Canadian institutions indicates that, in one case, eight percent of students surveyed reported incidents of sexual harassment and in another, that women students are the victims of significant levels of sexual harassment. The experience of other institutions is that sexual harassment does occur and we have no reason to suppose that the situation is any different at this University. The lack of publicity for the problem of sexual harassment does not in any way indicate that this problem is nonexistent. Even if there are only a handful of cases, the University must be prepared to deal with these. It can only do so if there is a policy and procedure in place allowing allegations of sexual harassment to be dealt with in a fair, sensitive and confidential manner. We do not want to find ourselves in a position, as has been the case with other institutions, where the lack of procedures to deal with allegations of sexual harassment



has lead to lengthy court proceedings.

The policy and procedure developed by the Working Group to deal with allegations of sexual harassment precedes this report. The policy statement is intended to serve two purposes: to demonstrate to the University community the administration's understanding of the issue and its commitment to dealing with the problem; and to establish and make known the procedure for handling incidents of sexual harassment.

The policy and procedure represents the results of six months of weekly discussions by the Working Group. It is not an exaggeration to say that almost every word was debated. No doubt those reading the policy will question our choices: Why one option and not another? We would therefore like to comment in this report on the most problematic issues. The report will serve as a commentary on the text of the Sexual Harassment Policy and Procedure.

### Definition

The Working Group reviewed many published definitions of the term "sexual harassment" before deciding on that to be included in our Policy Statement. The definition proved to be the most difficult issue with a consensus being reached only after much debate. A two-part definition was established, one to reflect situations where the alleged harasser is in a position of power over the victim and can affect the latter's employment or academic success, the other to deal with harassment that creates a hostile or offensive working or learning environment without necessarily involving a power relationship or directly affecting academic success or advancement in the workplace. It does recognize that sexual harassment may take place between peers. The second part proved the more problematic for the Working Group. As seen in the responses to the coalition's definition, it was felt that its wording created a subjective definition, dependent upon the sensitivities of the victim. While not denying the importance of the victim's perceptions of harassment, we have tried to minimize any arbitrariness by including the phrase "conduct... which the actor knows or ought reasonably to know" thus affirming that there is an objective measure or standard by which to judge the behaviour of the alleged harasser.

The question of location was also debated. Would a situation arising between two members of the University community outside the campus be subject to our Policy? In answer to the concern that the University might be over reaching its authority, we limited the definition to harassment "occurring either on University premises" or "in the pursuance of a University activity" which may locate the harassment off-campus but only make it subject to the Policy if it occurs in the context of a university-related activity or relationship.

Overall, we attempted not to have too broad a definition, or on the other hand, to be too restrictive. We hope that the definition itself will educate our community by promoting discussion of the issue. The effectiveness of this definition will depend, in part, on the commitment of the University administration, the faculty, staff, and students, to create a non-discriminatory environment for all.

### The Sexual Harassment Complaints Officer

#### (a) Role:

The role of the Sexual Harassment Complaints Officer is outlined in our Policy Statement. In addition to handling the counselling and mediation function, the role of the Complaints Officer is to educate and sensitize members of the university community about the problem of sexual harassment. This can be done by means of workshops and seminars, and appropriate publications. The Policy and Procedure should as a minimum, be distributed to all staff and students of the University of Toronto. Calendars of the University and its faculties, as well as faculty handbooks should at the very least contain the definition of sexual harassment, the function of the Sexual Harassment Complaints Officer, and the location of the office.

#### (b) Selection:

We recommend that the Sexual Harassment Complaints Officer be selected by a search committee consisting of the status of women officer, possibly as chairperson, and representatives from the various constituencies. The search committee would make a recommendation to the President who will make the appointment. It is our expectation that the person selected will be a member of the University community. If the individual selected were a full-time member of staff, it is anticipated that release time would be arranged. This position would report to the President.

In considering candidates for the position the search committee should seek an individual who has the personal qualities needed to fulfil the role of counsellor, mediator and educator. The Sexual Harassment Complaints Officer must have credibility with the University community and a sound understanding of its practices and procedures. The person chosen should be sensitive to and well-informed about the issue of sexual harassment.

The Complaints Officer should ensure that where complainants request female or male assistance or advice, such assistance is available. This will enable the Sexual Harassment Complaints Officer to develop a list of support people, without actually having a named alternate.

#### (c) Resources:

It is difficult to determine accurately what the time commitment of the Complaints Officer and office support might be. It is anticipated that a member of the University community would be appointed as Sexual Harassment Complaints Officer and that the person might spend approximately 25 percent of time on activities related to the office. The time commitment of the office support would be greater since this is the person of first contact. The salary component for these should be provided through the University budget of the President's Office, since the position of Complaints Officer would report to the President. In addition to supporting office personnel, a budget for conferences, workshops and general office expenses will also be needed.

#### (d) Location of office/space:

The committee discussed many alternatives for the office, and the establishment of a separate office was reviewed in some detail. This was not felt to be a practical solution, both in terms of the anticipated work load and in considering the financial implications. The Working Group considered various locations for the office,

including the Counseling & Learning Skills Service, or elsewhere in the Koffler Centre; Hart House; the International Student Centre, and the Ombudsman's Office. One advantage of the Koffler Centre is that it could provide a degree of anonymity for persons coming to see the Complaints Officer. In many responses to the coalition's report the Ombudsman's Office was suggested as the appropriate place for the Sexual Harassment Complaints Office. However, the Ombudsman feels this would be inappropriate as her office should be retained as a last resort for any complaints of unfair treatment including those involving sexual harassment. The Working Group agrees with this sentiment. It is essential therefore that this office not be involved in disputes at earlier stages, and inappropriate for it to be connected in any way, or seen to be connected, with the Sexual Harassment Complaints Office.

#### (e) Confidentiality and record keeping:

The Working Group recognized that confidentiality is of the utmost importance in the handling of allegations of sexual harassment. In general, the same degree of confidentiality should apply to the activities and files of the Sexual Harassment Complaints Officer as to those of the University Ombudsman. The record of complaint resolutions will be available to the parties for future reference, if necessary, and to the proceedings before a Formal Hearing Board, if relevant. The records of the office will serve to assist the officer in his or her work and to generate statistics involving sexual harassment which is brought to the attention of the Sexual Harassment Complaints Officer. These records should be maintained without names so as to reduce the risk of a breach of confidentiality. Records of formal hearings will be kept in accordance with the requirements of the Statutory Powers Procedure Act.

The coalition's proposal that individuals be able to file with the officer complaints regarding incidents of sexual harassment without these being substantiated or transmitted to the respondent was discussed thoroughly by the Working Group. The conclusion reached was that it was not appropriate that complaints be kept on file without these being promptly communicated to the respondents. Thus the proposed Policy provides that complaints upon which any action is sought be filed in writing and that a copy of this be made available to the respondent.

### Rights of the Complainant and Rights of the Respondent

In developing the Policy, the Working Group has been keenly aware of the need to establish procedures which are fair to the complainant and the respondent. To a limited extent, the balance has been tilted in favour of the complainant because the complainant is usually, though not always, in a position of less power than the respondent. Thus, the policy provides that the complainant not be compelled to proceed with a complaint or disciplinary action, or be required to testify against his or her will. It further provides the complainant with the right to withdraw a complaint at any point up to the end of a formal hearing. The respondent, understandably, is in a more reactive role. The Working Group is of the opinion that once a complaint reaches the stage of a formal hearing a respondent is entitled to a specific disposition

of the issue. The procedure adopted provides the opportunity for the respondent to request that the proceedings be officially dismissed in the event that the complaint is withdrawn once a formal hearing has begun, but before it has concluded.

### Mediation

In order to facilitate the resolution of sexual harassment complaints by non-litigious means, the Working Group's proposals make provision for the resolution of complaints through the efforts of the officer, and in cases where this seems appropriate to the officer, by a process of formal mediation. From the experience of other institutions, it is anticipated that the majority of cases will be resolved at either the informal or mediation stages.

### Hearing Committee — Formal Procedure

The criticism made most often in the responses to the coalition's document is its cumbersome nature. On first reading of the Working Group's formal procedure one may not see that this situation has improved appreciably. However, the procedure itself is actually quite simple, but gives the appearance of being complicated because the Working Group has chosen to outline the procedure in detail. There are also minimum requirements of fairness which necessarily imply a degree of formality and complexity.

The distinct and salient feature of our procedure is that it allows for community representation. The administrative model used by some Ontario universities, in which a hearing is conducted by a university administrator chosen by the president, was rejected in favour of a committee structure which is more consistent with University of Toronto tradition, as evidenced, for example, by the Grievance Review Panel for academic and administrative staff and by the University Tribunal for dealing with academic offenses relating to faculty and students. The Working Group's proposal is to create a Panel made up of 20 members nominated by the various campus constituencies. The complainant and respondent will each indicate by which constituency he or she wishes to be served at the hearing, leaving the Chair of the Panel to choose the individual constituents. Since, at the formal hearing stage, we are dealing with a judicial process, a lawyer will be designated from the University Tribunal as the third member, and Chairperson of the Hearing Board.

The Working Group did look at using the University Tribunal to hear cases of sexual harassment so as to avoid the establishment of a separate hearing body that in all likelihood will meet infrequently. However, this was ultimately rejected primarily because sexual harassment was seen as an issue that goes beyond the boundaries of academic offenses. The University Tribunal has been set up to deal with offenses relating to students and faculty with the accused selecting the number of jurors to serve from each constituency. The accused has the option of selecting either three faculty members and two students, or three student members and two faculty. There is no provision for members of the administrative staff to serve as jurors on the University Tribunal, nor does the Tribunal have any jurisdiction over cases involving administrative staff.



There was also some discussion of establishing a separate Tribunal modelled on the University Tribunal which would consider all non-academic matters affecting any person from any constituency. Initially the jurisdiction of this Tribunal would have been sexual harassment, with the expectation that, in future, it would deal with other types of discriminatory and/or behavioural problems. However, it was noted that there is at present much objection on campus to a non-academic code of behaviour. Thus, because of the difficulties of amending the Tribunal structure, it was decided after considerable discussion that a separate Panel and Board be recommended to deal with the issue of sexual harassment.

It is our hope that members appointed to this panel, which should include men and women, will be sensitive to the issue of sexual harassment, will be open and fair-minded and will be unbiased against women.

### Discipline Counsel

The Working Group was of the opinion that provision should be made whereby the discipline counsel could, at his or her discretion, and at the request of the complainant, accept responsibility for the prosecution of a formal charge. An allegation of sexual harassment is not a purely private matter, but is an issue in which the University has an interest. Moreover, while some complainants will have the capacity and resources to pursue the prosecution of their own case, others may not. Thus, the Working Group believes it is appropriate that the services of the discipline counsel be available, provided that he or she judges that there is sufficient evidence to warrant prosecution. This will give the complainant an opportunity to obtain advice prior to proceeding to the formal stage with an allegation of sexual harassment. This provision also demonstrates the University's commitment to deal with the issue of sexual harassment and to protect the human rights of its students and employees.

During our discussions, concern was expressed that the complainant not be forced to proceed or to testify against her or his will. As a result, we have made provision within the Policy for the complainant to withdraw charges at any time, prior to the conclusion of a formal hearing. The discipline counsel cannot proceed with any case on his or her own, but only undertake a case where the complainant has decided to proceed to a formal hearing.

### Sanctions and Remedies

The Working Group recognizes that disciplinary authority over various constituencies in the University is exercised under several different policies and procedures. In the case of faculty these are the Haist Rules and the Policy and Procedures on Academic Appointments. For non-unionized administrative staff the termination procedure applies, while for unionized staff discipline must be applied according to the provisions of the relevant collective agreement. In the case of students, these powers are defined in the Tribunal Enactment insofar as academic offences are concerned, and in non-academic matters, the Caput and the divisional councils have jurisdiction, although these powers are at the moment not well defined. After much deliberation, the Working Group decided to recommend an approach to the imposition of sanctions which was as consistent as pos-

sible with each of these (Section 4:10 of the Policy Statement). The alternative, namely, procedures which require alterations to these existing policies, seemed likely to be difficult to implement. The result is a process for the imposition of sanctions which may involve a second hearing under already existing procedures. This is particularly the case with faculty members where there is no provision for disciplinary action outside the context of a dismissal hearing under the Haist Rules. However, this seems unavoidable given the various policies now in place. The problem remains inherent no matter whether the structure of a sexual harassment hearing is an administrative one, a Tribunal-modelled one or a separate Hearing Board.

Thus the range of sanctions available in a particular case are those which are already established or accepted for the constituency concerned. These include apology, private or public reprimand, transfer, expulsion, or suspension or dismissal. In general the Working Group believes that the concept of progressive discipline should be applied to sexual harassment cases. This allows the University to respond to inappropriate behaviour in a variety of ways that can be suited to specific offences and the records of offenders. This does not mean however that the first reported offence should necessarily receive minimum penalties: there may be first offences in which very severe penalties are appropriate. Overall, though, the intent of the Working Group is that the sanctions imposed be aimed at correcting and deterring unacceptable behaviour, rather than being purely punitive in nature. Having said this, the Working Group would like to emphasize its conviction that the application of appropriate sanctions is essential. The Policy and Procedure dealing with sexual harassment can only be successful if the University accepts responsibility for dealing effectively with those found guilty of harassment. The University's commitment to prevent sexual harassment must be clear. If we are serious about dealing with it, then the point where we take our stand has to be our firmness in dealing with those who cause the problem.

The Working Group realized that it is as often as important to repair the harm done the complainant as a result of sexual harassment as to apply sanctions to the respondent. Thus, at the informal resolution, mediation and formal hearing stages, provision is made for the application of appropriate remedies. As with sanctions, it is expected that recommendations for remedies will emerge from the various stages in the process, while the authority for implementing these will continue to rest with the appropriate official or body within the University.

### Appeal Mechanism for Students

At the time the Working Group was drafting the Policy, charges to the form and membership of the appellate division of the University Tribunal were under consideration. It seemed likely that this would become a sub-committee of the Academic Affairs Committee, but details of how this would function were not available to us. The Working Group has some misgivings about indicating an appeal route for students without specific knowledge of how this might function. Moreover, as noted earlier, the Working Group rejected the Tribunal itself as a mechanism for dealing with allegations of sexual harassment. However, where students are con-

cerned, no other established mechanism seems to offer a suitable forum for hearing appeals and at this stage it did not seem sensible to recommend the creation of a distinct one for this purpose. Therefore, with some reservations, we have included the appellate division of the University Tribunal as the appeal mechanism for students.

### Union Participation

All unions should be encouraged to adopt this Policy and Procedure in their collective agreements. Failing this, the Department of Labour Relations should be encouraged to develop uniform policies on sexual harassment that harmonize with this Policy statement.

### Appendix A

#### Reference documents and materials used by the Working Group

1. Report of the University of Toronto Sexual Harassment Coalition
2. Responses to the Report of the Sexual Harassment Coalition
3. Report of the Presidential Advisory Committee on Sexual Harassment — York University
4. University of Western Ontario — Policy and Procedure on Sexual Harassment
5. Sexual Harassment Complaint Policy — Ryerson Polytechnical Institute
6. Sexual Harassment in the University — Guidelines for Establishing a Grievance Procedure — Judith Berman Brandenburg
7. Weaving the Fabric for the Future — Report of the Concordia Committee on the Status of Women
8. Human Rights Code — Chapter 53 — 1981
9. An Analysis of University Definitions of Sexual Harassment — Phyllis L. Crocker
10. Comment on Crocker's "An Analysis of University Definitions of Sexual Harassment" — Katherine A. Benson
11. Sexual Harassment on the Job: Psychological, Sociological and Economical Repercussions — Helene Lee Gossehn, Ph.D.
12. Sexual Harassment: Court costs rise for a persistent problem — Susan L. Webb
13. The Lecherous Professor: Sexual Harassment on Campus — Billie Wright Dzeich and Linda Weiner
14. Harassment — a touchy issue — Christie Blatchford, Toronto Star, December 1984
15. Sexual Harassment: Fact or fallacy of campus life? — Cam Tregunno
16. Canadian Human Rights advocate — March 1985 issue
17. Sexual Harassment — Joan Sullivan — *The Varsity*, November 1983
18. Sexual Harassment: personal problem or power play? Mary Jane England, M.D.
19. Harassment policy allows for romance — Virginia Galt, *Globe and Mail*, March 1985

### Conclusion

The Working Group feels strongly that the resolution of sexual harassment will only come when it is made the concern and responsibility of everyone associated with the University of Toronto. All of us who work and learn here must lead the way.

July, 1985

20. Sexual Harassment: Action at Dalhousie — *CAUT Bulletin*, December 1984
21. Tangled dealings at Dalhousie — June Callwood, *Globe and Mail*, January 1985
22. Sexual Harassment Casebook, 1978-1984 — Canadian Human Rights Commission
23. Sexual banter ground for firing, arbitrator says, Wilfred List, *Globe and Mail*, June 3, 1983
24. Women can claim damages for harassment court rules — *Globe and Mail*, June 1983
25. B.C. restaurateur to pay \$1,250 for harassing waitress — *Toronto Star*, February 1985
26. Documentation of the "Strickler Case" at the University of Ottawa — Arbitration Hearing
27. Against Sexual Harassment — A handbook for students at post-secondary educational institutions in British Columbia
28. University of Victoria — Sexual Harassment Policy — Final Draft

#### Persons consulted by the Working Group

1. Professor Norma Bowen, Department of Psychology, Guelph University
2. Ms. Eleanor DeWolf, Director of Personnel, University of Toronto
3. Mr. John Parker, Manager, Labour Relations, University of Toronto

#### Letters and submissions to the working group were received from:

1. Mr. Graham Brown, Dean of Men, Victoria University, University of Toronto
2. Dr. Rose Sheinin, Vice-dean of the School of Graduate Studies and Professor of the Department of Microbiology, Faculty of Medicine



# Cameron enters best-selling territory again with intimate look at Irving Layton

by Arthur Kaptainis

The fall release of *Irving Layton: A Portrait* represents a logical rung in the ladder of Elspeth Cameron's career. It follows the success — "absolutely astonishing" to the author — of a 1981 biography of the Canadian novelist Hugh MacLennan, and a series of award-winning magazine profiles of literary figures, all of which have made the U of T English professor the closest thing CanLit has to an official biographer.

Almost, one might say, as if it had been so planned. But Cameron insists the non-academic, best-selling side of her career has been thrust upon her: the MacLennan project, published by U of T Press, was never supposed to be more or less than a scholarly tract.

"I was a university teacher," she explained recently in her New College office, "and I didn't have tenure when

I began the book. I eventually did get it, at Concordia University."

Yet the scholarly biography persisted in selling itself, with the inevitable result. Cameron was offered an advance by a non-academic publisher, Stoddart, to begin a biography of any of several living Canadian authors suggested by the publisher.

Curiously, this list did not include the most visible and flamboyant of all Canadian poets, the "lustre laureate from the slums", as he was headlined in the 60s, Irving Layton. The choice seemed to be a natural one, not only because of the poet's proven ability to attract attention, but because of his presence during 1981-82 as writer-in-residence at U of T, where Cameron had also arrived to coordinate New College's Canadian literature program.

Still, it was left to Layton himself to suggest the collaboration, over a

friendly lunch at the Faculty Club.

"He had read a review of my MacLennan book," Cameron remembered, "and he wanted to talk about the review. He hadn't actually read the book. Then he said, 'Have you ever thought of writing my biography?'"

Cameron found the thought of writing it both unlikely and intriguing. She had resembled in many respects MacLennan, the subject on whom she had written with such success. She was an academic, of Scottish descent, logical, no orator, and reserved. Layton — born Israel Lazarovitch — was a Romanian Jew, a burly, arrogant prophet, with a penchant for public grandstanding.

As it happened, the distance between her WASP and his immigrant background spawned a kind of creative dynamic which, she says, made Layton much easier to write about than MacLennan. Partly for this reason, the

book is more popular and less safe in style. There are 55 chapters of uneven length, as befits a "flashy, unpredictable personality". The prose is subjective, and frequently novelish in its treatment of narrative. Generous quotations from poems, letters, reviews, and taped interviews abound. One chapter consists entirely of a letter from Layton to his friend Desmond Pacey.

Nor are the details of Layton's turbulent relationships with women overlooked, as they might be in a strictly academic opus. Readers are brought right into the bedroom and

even between the sheets. The only mention of the poet's sojourn at U of T comes in the midst of the description of a tryst with a Sault Ste Marie housewife who had written to Layton for help with her poetry and got more than she bargained for.

"One of my aims in this book was to dramatize Layton's life," Cameron explained. "I want people to walk away from the book thinking they have really met Irving Layton, that if he walked into the room they would know him. So I'm trying something technically more ambitious."

Nonetheless, it is an approach based firmly on the collection of all the relevant data, as Cameron's filing cabinet, bursting with documents and cassette tapes, attests. The author employed a full-time assistant for two years to uncover and catalogue everything from junk poems published in minor journals to newspaper reports of public pronouncements. She also logged 50 hours of interviews with Layton, his relatives, his friends, and his enemies. Deemed admissible as evidence was a thinly veiled and frequently acrimonious novel by Layton's estranged common-law wife of 25 years, Aviva Layton. Cameron simply consulted Ms. Layton regarding what was fiction and what was fact.

The bibliographic chore was complicated by Layton's well-known habit of publishing almost everything he writes. "I think his best poems are very, very good," said Cameron, "but a lot is utter garbage. And he knew it was garbage, but he couldn't resist the temptation to publish."

This, she observed, was very much in line with the immigrant mentality. "It is a Duddy Kravitz way of thinking. Once you get into a position that people are publishing your work, you take advantage of every opportunity."

Another difficulty arose from Layton's tendency to tell the truth creatively, both through carelessness and for the sake of dramatic effect.

Continued on Page 12



English professor Elspeth Cameron

## May the best poet win

In 1952, Irving Layton joined fellow "proletarian poets" Louis Dudek and Raymond Souster in publishing *Cerberus*, a volume of anti-establishment poetry that included several personal attacks on Canadian literary figures. The following excerpt from Irving Layton: *A Portrait* deals with the impact of *Cerberus* and Layton's response to its reception.

Critical response to *Cerberus* confused the tiny audience the book addressed. The *Toronto Globe and Mail* gave it a "medium-voiced" affirmation on the grounds that it was "a good thing" for the Canadian public to encounter a little vigour. James Reaney, in what Raymond Souster thought was a "mixed-up hodge-podge," found a "unity of tone" amongst the three poets and described the book as "canine . . . funny, obscene [and] unusual." He thought the three contributors were "gray poets" previously (had he read Layton's earlier volumes?) and thought their new "energy" was

commendable. B.K. Sandwell didn't much like the element of social protest in the book. Northrop Frye "blushingly" recognized the satire on himself (he thought it was Layton's best), and praised the wistful and unique poem "To a Very Old Woman." Generally, Frye found two problems in Layton's militant writing: first, "conception of effective language as deriving from vocabulary rather than rhythm," and "the tendency to talk about writing poetry instead of presenting it." But probably none of these observations leapt out at Layton when he read Frye's review. What piqued him most was Frye's statement: "Mr. Dudek's ideas are more advanced than those of his two collaborators, and so it is not surprising that he writes with more authority than they do."

Layton was being ranked lower than Dudek, and the enterprises he had hoped Dudek and Souster (those two fellow "proletarian poets" singled out in Sutherland's *Other Canadians*) would launch success-

fully were not succeeding as they had hoped. Though they tried every marketing gambit they could devise (Layton sent a copy to the governor-general and received a formal thank-you letter from his secretary), they had to admit, with Souster, that "we're a few isolated guys in a nation of 12,000,000 trying to put something we think is important over." *Contact* magazine did not launch Canadian poetry into a larger sphere; *Cerberus* proved neither high-quality nor revolutionary; the publication of *Canadian Poems: 1850-1952*, edited by Layton and Dudek and printed by Souster's Contact Press (Jack McClelland turned it down as a publishing venture because of reprint fees), failed to replace A.J.M. Smith's *Book of Canadian Poetry* as the standard Canadian poetry anthology and textbook.

Sometime in the winter of 1952, Layton met Dudek for a game of handball. Somehow the game ceased to be merely a game. "I stopped for a rest during one of the matches,"

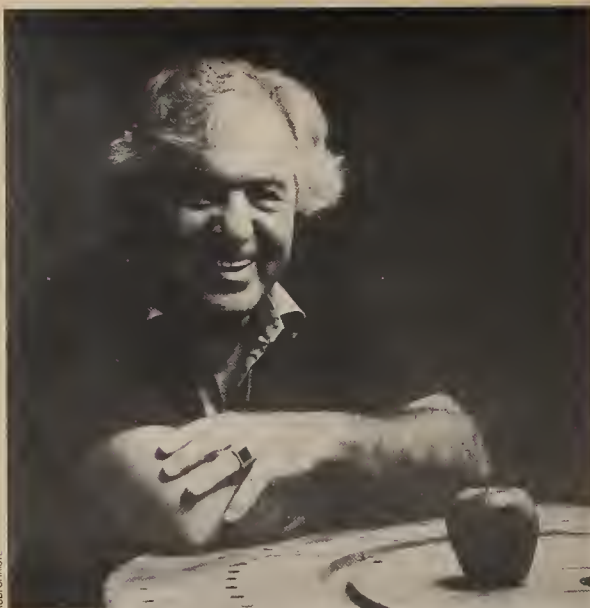
Dudek recalls, "and Layton started sounding off at me that he was Jonathan Swift and Shakespeare rolled into one."

"Irving, this is crazy talk," I told him. "Talk about what you've written, not these meaningless generalities."

"Whoever wins is the better poet!" Layton boasted.

They returned to their play like two madmen. The score went from 20-19 for Dudek to 20-20; then it was 22-23 for Layton, then 24-24. They leapt to make fantastic saves. Not stopping to rest or talk, they sweated it out with intense competition until, finally, in exhilaration, Irving won 31-29. "After we showered, both of us exhausted," Layton recalls, "Louis asked me if I thought he was a major poet. I told him I thought I was a major poet; he was only a minor one. I still think so. He has a modest lyric talent, but his spark was doused by intellectuality."





Irving Layton couldn't "resist the temptation to publish" all the poems — good and bad, says biographer Cameron.

## Cameron

Continued from Page 11

For example, he has attributed three different ages to himself at various times. "And he was perfectly capable," Cameron added, "of referring to his 'first wife' when he meant his second wife or third wife. He shifted the facts around a lot. He's a poet, not a scholar, not a historian."

There is hard evidence for this judgement: Layton earned his MA in political economy at McGill University with the lowest possible passing grades. Yet he has not declined to pronounce on political and social matters passionately when he has seen fit, and with no particular passion for consistency. He started political life as a communist; in the 60s he was supporting American involvement in Vietnam and penning diatribes against Castro.

That there has been an element of clowning in Layton's public appearances is the generally received opinion. Northrop Frye, in a *University of Toronto Quarterly* review from 1960, distinguishes Layton's "poetic personality" from a "stage personality" that bears "much the same relation to the poet that the begorra-and-bejabers stage Irishman has to Sygne or O'Casey". Cameron's view is that the clowning was itself a sincere aspect of his psychology.

"Remember, he is a Romanian Jew. His family was given to telling colourful stories and anecdotes, and his mother was given to incredible bouts of swearing. He was close to his mother, and resembled her more than any other of the children. He was also the youngest, and regarded as the entertainer of the family."

Cameron says her approach to biography, while "certainly not overtly" psychoanalytic, is governed by a strong sense of sequence. "I believe in cause and effect," she explained. "It is not that I think what happens to a person in childhood sets a person for life. But you are always dealing with that 'given'. What is interesting is what you do with it."

She also firmly believes that her interpretation of Layton's character is not the only valid one, that she may indeed herself have chosen to write the book differently, selecting other events as highlights, had she begun it earlier or later than she did. There is no definitive biography, she adds — a

belief that fortifies her against the news that Layton is launching the first volume of his own memoirs this fall.

The coincidence does not distress Cameron. Rather, she is surprised there is not more competition. "When I undertook this project," she remembered, "after I had secured a contract, Layton rather sheepishly informed me that he had four other people working on biographies of him. One of them he referred to as 'my Boswell'."

"This is true to his character," she added, without a trace of reproach.

None of the rival biographies has appeared. Layton himself, she says, can certainly tell his story from the inside, but she feels she already has this autobiographical material from her many taped interviews of the poet, who has been cooperative throughout the project. And in any event, as a teacher who specializes in Canadian literature, she feels satisfaction, not resentment, at the appearance of another book about a subject she has fought to legitimize. She is likewise encouraged by the knowledge that biographies of F.R. Scott, Robertson Davies and Lucy Maud Montgomery are in progress.

"I got into [biographies and profiles] because there simply weren't these kinds of books, documenting the people who have been our major writers. I'm a cultural nationalist, if you like. I would like there to be lots of literary chroniclers."

## Governing Council by-election teaching staff constituency IA

**Nominations open Monday, September 9** for the election to the Governing Council of a representative of Teaching Staff Constituency IA. The successful candidate will hold office until June 30, 1986.

Nominations will close at noon, Friday, September 20. This election is conducted by the Governing Council under the authority of the *University of Toronto Act, 1971* as amended.

"Teaching Staff" means the employees of the University, University College, the constituent colleges and the arts and science faculties of the federated universities who hold the

academic rank of professor, associate professor, assistant professor, full-time lecturer or part-time lecturer, unless such part-time lecturer is registered as a student, or who hold any other rank created by the Governing Council and designated by it as an academic rank for the purposes of this clause. The Governing Council has designated the categories of tutor and senior tutor as equivalent to that of lecturer for the Governing Council elections. (Lecturer includes associates and clinical teachers in the Faculty of Medicine, and associates in the Faculty of Dentistry.)

Constituency IA includes all teaching staff members who hold their major appointments in the federated universities.

Copies of the Election Guidelines and nomination forms are available at the Governing Council Secretariat, room 106, Simcoe Hall. Enquiries may be directed to Susan Girard at 978-6576.

## Arts and science council by-election

Nominations open Sept. 16 for positions on the general committee and other committees of the arts and science council.

Nomination forms and a list of vacancies are available at the faculty office, room 1006, Sidney Smith Hall, and the registrars', departmental, APUS and ASSU offices. Completed forms must be received in the faculty office no later than 4 p.m., Friday, September 27 in order to be valid.

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## Science and medicine library carrels

Applications for open carrels with book lockers for faculty members, post-doctoral students and graduate students (in science and medicine subjects) for the fall/winter session will be received until September 20.

Application forms and information sheets are available at the circulation desk, science and medicine library. As in the past, assignments for graduate students will be made on the basis of priorities decided in consultation with the School of Graduate Studies. Assignment of 20 carrels will begin Oct. 1. More information can be obtained from the science and medicine circulation desk or the science and medicine circulation librarian at 978-6370.

## Robarts carrels and book lockers

The deadline for applications for carrels and book lockers for faculty members and graduate students, Divisions I and II, for the fall/winter session is September 10.

Application forms and information sheets are available at the circulation desk, fourth floor, Robarts Library.

Assignments will be made on the basis of priorities which have been decided by the School of Graduate Studies in consultation with the library. Assignments of carrels and book lockers will begin on Oct. 7. For more information telephone the carrel office, 978-2305.



## Faculty of Divinity Trinity College

The Faculty of Divinity of Trinity College (an Anglican Foundation), is in the process of faculty development and anticipates making two or three appointments in the next two years. Salary and rank are open and two of the posts will be in the tenure stream. Earned doctorate is preferred. Areas of possible appointment include: in the Anglican tradition — liturgical studies, dogmatic and historical theology, and pastoral theology; other areas of primary interest are social ethics, old testament and world missions.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applications including curriculum vitae and names of three references should be sent to the:

Dean of Divinity,  
Trinity College,  
6 Hoskin Avenue,  
Toronto, M5S 1H8.



## NATIONAL UNIVERSITIES WEEK

# Davis address to highlight National Universities Week at U of T

by Janet Dunbrack

A public lecture by former Ontario premier William Davis will highlight the University's celebration of National Universities Week, Oct. 19 to 27. Davis will speak about "The Role of the University in Today's Society" at 8 p.m. in the medical sciences auditorium Oct. 22. His lecture will also inaugurate *Showcase*, a new six-part series of talks to be given during the academic year by U of T researchers.

The theme of this year's National Universities Week is "Extending Ideas Into Your Community". Universities across Canada will be organizing events designed to help the public see universities in a favourable light, says William Sayers, director of public affairs for the Council of Ontario Universities (COU).

"The public is used to hearing the universities describe their financial plight," he said. "The hope is that a more positive message will also have an effect on the funding environment."

The Ontario universities have opted to promote events only on their own campuses rather than organize a joint program because they do not have adequate staff or financial resources for a system-wide effort, says Sayers.

Quebec is taking an especially active role this year, with a secondary-school essay contest planned for the week. Universities in British Columbia have perhaps the most modest programs, in the wake of provincial funding cutbacks to higher education.

Private sector support for National Universities Week has come in the form of a logo donated by the Montreal office of McKim Advertising Ltd., and advertisements to be placed in national magazines by large corporations.

The first National Universities Week was held in October 1983. Little evaluation of its impact was

done because of budget restraint, though Sayers says that "anecdotal evidence" showed it had enhanced the universities' public image. The event is scheduled to occur every two years.

Other events in U of T's celebration include:

- a walking tour of the St. George campus guided by Donald Jones, historical writer for *The Toronto Star*
- the Donald Creighton Memorial Lectures: "Polyethnicity and National Unity in Modern Times" by William McNeill (University of Chicago) on Oct. 21, 23 and 24
- the Snider Lecture: "Modern China's Struggle with its Past" by Jonathan Spence, Yale University, Oct. 21
- the Alexander Lectures: "The Victorian Sense of the Present" by Richard Altick, Ohio State University, Oct. 21 to 24
- "Underfunding and Academic Freedom: the Case of the University of British Columbia" by Dennis Pavlich, UBC, Oct. 24
- the F.B. Watts Memorial Lecture: "How to Stop Worrying and Learn to Love the UN" by Canada's UN ambassador Stephen Lewis, Oct. 27
- Arts & Science Saturday, Victoria and St. Michael's Colleges, Oct. 26
- art exhibitions on all three campuses
- Faculty of Music concerts in the Edward Johnson Building, Oct. 19, 20, 24 and 26
- a Royal Conservatory of Music Orchestra performance on Oct. 25 at the Church of the Redeemer
- a Big Four hockey tournament (U of T, McGill, Western and Queen's), Oct. 18 and 19
- a football game between U of T and the University of Waterloo, Oct. 19

EXTENDING IDEAS INTO  
YOUR COMMUNITY

## Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call:

(1) Sylvia Holland, 978-6470; (2) Steve Dyce, 978-5468; (3) Varujan Gharakhanian, 978-4419; (4) Christine Marchese, 978-4834; (5) Maureen Brown, 978-4312; (6) Mirella Talarini, 978-7252; (7) Lisa Raftis, 978-2112.

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(\$14,510 - 17,070 - 19,630)  
Slavic Languages &  
Literatures (7)

**Clerk III**  
(\$15,930 - 18,740 - 21,550)  
Commerce (7), NCIC  
Epidemiology Unit (5)

**Clerk Typist III**  
(\$15,930 - 18,740 - 21,550)  
Dictionary of Canadian  
Biography (5)

**Secretary I**  
(\$15,930 - 18,740 - 21,550)  
Anatomy, 60 percent full-  
time (9), Ophthalmology (1),  
Microbiology (9)

**Secretary II**  
(\$17,470 - 20,550 - 23,630)  
Research Administration (1),  
Private Funding, one year  
contract (8), University  
Ombudsman (2)

**Secretary III**  
(\$19,450 - 22,880 - 26,310)  
Pathology (1)

**Laboratory Assistant I**  
(\$13,240 - 15,580 - 17,920)  
Technical & Scientific Ser-  
vices, Medicine (5)

**Laboratory Technician I**  
(\$15,930 - 18,740 - 21,550)  
Ophthalmology (1)

**Laboratory Technician II**  
(\$19,450 - 22,880 - 26,310)  
Pathology (1), Medicine (1),  
Ophthalmology (1),  
Medicine/Radiology (1),  
Microbiology (9)

**Dental Technician III**  
(\$21,480 - 25,270 - 29,060)  
Dentistry (8)

**Craftsman II**  
(\$21,480 - 25,270 - 29,060)  
Technical & Scientific Ser-  
vices, Medicine (5)

**Computer Operator I**  
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Computing Services (3)

**Applications Programmer  
Analyst I**  
(\$19,450 - 22,880 - 26,310)  
Library & Information  
Science (9)

**Applications Programmer  
Analyst II**  
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Library & Information  
Science (9), Business Infor-  
mation Systems (3)

**Applications Programmer  
Analyst III**  
(\$29,380 - 34,570 - 39,760)  
Academic Statistics &  
Records (1), Dentistry (8)

**Applications Programmer  
Analyst IV**  
(\$36,220 - 42,610 - 49,000)  
Computing Services (3)

**Career Counsellor I**  
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### Get Going with UTCS Short Courses

Start the 85/86 academic year off right by taking a few UTCS short courses. We offer a number of non-credit short courses designed to assist users in finding computing solutions to their academic and research needs. These courses are hands-on and require a UTCS computer access code appropriate to the course. The following courses will be offered in the near future:

**SAS101/Introduction to SAS**  
— This course is intended for students experienced in job preparation and submission who want to learn SAS. Basic JCL will be covered as required. Emphasis will be placed on using SAS for exploring data with very basic techniques. Topics include: what is a statistical package?; what is SAS?; syntax and definitions; the DATA step; some basic PROCs (PRINT, FREQ, PLOT, etc.); data set manipulation; creating and managing data libraries.

Sept. 23 - Oct. 4, 9:30-11:30 (fee \$10)

**TXT/CMS101: XEDIT and SCRIBE on CMS**  
— This course teaches the basics of CMS (Conversational Monitoring System), the text editor XEDIT and the text formatter SCRIBE. XEDIT is a full screen editor with many features including power input, block move and delete and text search and replace. SCRIBE is a powerful formatter that can do automatic pagination, handles footnotes, backward and forward page references, can build a table of contents and even create an index.

Sept. 23 - 27, 2:00-4:00 (fee \$10)

For additional information on these and other courses, or to register, contact Irene Rosiecki, 978-4565

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# RESEARCH NEWS

## Canadian Electrical Association

Submission of research proposals for the following work are invited.

1. Lineman's climbers.
2. The closing date for proposal No. 1 is 4 p.m., *Thursday, October 24*, at the CEA.
3. Analytical test methods for organic contaminants in the steam/water cycles of Canadian thermal generation plants.
4. Development and testing of combination domestic appliances.
5. Roadway lighting equipment management documentation program and technology transfer package.

The closing date for Nos. 2, 3 and 4 is 4 p.m., *Thursday, October 17*, at the CEA.

For further information, please contact ORA at 978-2163.

## Diabetes Canada

The Canadian Diabetes Association, Diabetes Canada and the Association du diabète du Québec have joined together to provide a number of fellowships that are designed to support research training at the post-doctoral level in the field of diabetes. The deadline date for 1986 applications is *December 1*.

For further information and application forms, please contact ORA at 978-2163.

## Medical Research Council

Ten special studentship awards will be made available in 1986, five to Canadian graduates to pursue their training in a foreign

country, and five to foreign students (primarily from under-developed countries) to pursue their training in Canada. These awards are open to highly qualified graduate students who are undertaking full-time training in research in health sciences.

Applications are to be made on form MRC 21 to arrive no later than *November 15* at MRC in Ottawa.

For further information and applications forms, please contact ORA at 978-2163.

## National Cancer Institute of Canada

Investigators are reminded that a grant application to NCIC has a page limit of 20 standard size pages, double spaced. Applications may be returned if they exceed these limitations.

If support for travel is requested, the following formula should be used to calculate the level of support: \$400 plus 1.5 percent of the total research grant excluding funds allocated for professional staff salaries (in major programs) or for the purchase of equipment.

The deadline date for operating and equipment grant applications is *November 15*.

For further information and application forms, please contact ORA at 978-2163.

## Ontario Mental Health Foundation

*Publication Program*  
The OMHF policy on publica-

tion is intended to further its stated objects to improve and maintain an understanding of mental health and the ability to treat mental disorders, and to disseminate new knowledge relevant to mental health.

The foundation will consider assisting with publication costs in the following areas:

- (1) monographs;
- (2) multi-authored, edited volumes on wider issues of relevance to the objectives of the OMHF;
- (3) material of a more general educational character in the field of mental health.

The foundation will not support the publication of journals or the preparation of video tapes or films.

The deadline for receipt of applications is *November 29*. Further information and application forms may be obtained from ORA at 978-2163.

## Savoy Foundation

The foundation will no longer consider applications for operating grants.

A limited number of research studentships are available to highly qualified graduate students taking full-time training leading to the MSc or PhD (or equivalent). Projects must be supervised by individuals in the biological, behavioural or social sciences with a demonstrated competence for research in the field of epilepsy.

The deadline date for ap-

plications is *November 1*.

Further information and application forms may be obtained from ORA at 978-2163.

## Social Sciences & Humanities Research Council

SSHRC has announced that due to the delay in distribution of the application material for leave fellowships 1986-87, incomplete applications will be accepted at the October deadline. Therefore, we suggest that the application form itself be completed and mailed no later than *October 1*. Personal appraisal and project assessments may be mailed to the council separately, if necessary, as soon as possible after *Oct. 1*.

For further information and application forms, please contact ORA at 978-2163.

## Deadline Correction

The correct deadline date for the next competition for the travel grants for international conferences program is *November 1* for conferences to be held in the period February to May 1986. This supersedes the information printed in the *Bulletin* of Aug. 19.

## Upcoming Deadline Dates

### Alcoholic Beverage

Medical Research Foundation — research grants: *September 15*.

(Supersedes information in *Bulletin* of July 22.)

### American Council of Learned Societies (American citizens and permanent residents only)

— travel to international meetings (March - June): *November 1*.

### Arthritis Society

— research grants, personnel awards: *October 15*.

### J.P. Bickell Foundation

— research grants: first week of December at the foundation.

Internal ORA deadline for applicants from all faculties except medicine, *November 15*;

applicants from the Faculty of Medicine should contact Rosalind Bugala in the

research office of the faculty for their internal deadline.

### Canadian Cystic Fibrosis Foundation

— research grants, personnel awards: *October 1*.

### Canadian Geriatrics Research Society

— research grants: *October 1*.

### Canadian Heart Foundation

— annual research grants, research scholarships, research in professional education, term research grants, visiting scientists: *September 15*.

### Cancer Research Institute Inc. (US)

— fellowships: *October 1*.

### J.H. Cummings Foundation

— for applicants in the Faculty of Medicine: deadline at the research office of the faculty, *October 15*;

deadline for applications at ORA from investigators outside the Faculty of Medicine, *November 1*.

### Diabetes Canada

— fellowships: *December 1*.

### Parker B. Francis Foundation

— fellowships: *September 15*.

### Anna Fuller Fund

— fellowships, research grants: *October 1*.

### J.S. Guggenheim Foundation

— fellowships (contact agency directly): *October 1*.

### International Union Against Cancer

— fellowships: *October 1*.

### Juvenile Diabetes Foundation (US)

— personnel awards: *October 1*.

### Kidney Foundation of Canada

— research grants: *October 15*.

### Labour Canada

— technology impact research fund (please note change): *September 23*.

### March of Dimes (US)

— basic research grants: *October 1*.

### Medical Research Council

— visiting scientists: *October 1*;

special studentships: *November 15*.

### Multiple Sclerosis Society of Canada

— fellowships, studentships, research grants, career development: *October 1*.

National Cancer Institute of Canada — research and equipment grants: *November 15*.

### Ontario Mental Health Foundation

— research grants: *September 30*;

publication program: *November 29*.

### Physicians' Services Inc.

— research grants: *October 21*.

### Savoy Foundation

— studentships: *November 1*.

Secretary of State — Bora Laskin fellowships: *October 1*.

### Conn Smythe Research Foundation

— fellowships, project grants, research training grants: *October 15*.

### SSHRC — Research Grants Division

— standard research grants: *October 15*;

Research Communications Division — aid to occasional scholarly conferences in Canada (March-June): *October 30*;

International Relations Division — aid to international secretariats in Canada, grants to lecture abroad, grants for international collaborative research (consultations or joint international seminars), bilateral exchange programs (with France, Japan, Hungary, China or the USSR): *October 1*;

grants for visiting foreign scholars: internal ORA deadline: *September 13* (at SSHRC: *October 1*);

travel grants for international conferences (February-May): *November 1* (please note change);

Fellowships Division — leave fellowships: *October 1*;

doctoral completion fellowships in management studies: *November 15* (renewals: *January 15*);

Strategic Grants Division, development of management research — research initiatives: *November 15*.

U of T — Connaught special research program grants: *September 12*;

Connaught senior fellowships in the humanities and social sciences: *October 1*.

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# PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

**Thursday, September 12**  
Richard L. Cummings, Department of Education, "An Evaluation of the Tomatis Listening Training Program." Prof. J. Kershner. Room 309, 63 St. George St., 10 a.m.

**Friday, September 13**  
Lillian Jean Hulbert, Department of Education, "Women Addicted to Alcohol and Drugs: The Recovery Process." Prof. J. Wine. Room 111, 63 St. George St., 10 a.m.

**Wednesday, September 18**  
Marc E. Gessaroli, Department of Education, "A Monte Carlo Investigation of the Type 1 Error Rates of Three Multivariate Tests Applied to Categorical Data." Prof. S. Nishisato. Room 111, 63 St. George St., 2 p.m.

**Friday, September 20**  
Lynn Elise Ovenden, Department of Botany, "Hydroseral Histories of the Old Crow Peatlands, Northern Yukon." Prof. J.C. Ritchie. Room 309, 63 St. George St., 10 a.m.

**James Russell Ballinger, Faculty of Pharmacy, "(F-18)-2-Fluorodeoxyglucose for Positron-Emission Tomography." Prof. F.W. Teare. Room 309, 63 St. George St., 2 p.m.**

**Monday, September 23**  
Lorna Kay Stewart, Department of Computer Science, "Permutation Graph Structure and Algorithms." Prof. D.G. Cornil. Room 309, 63 St. George St., 9 a.m.

**Janet Wilde Astington, Department of Education, "Children's Understanding of Promising." Prof. D. Olson. Room 111, 63 St. George St., 10 a.m.**

**Tuesday, September 24**  
Victor Mizrahi, Department of Physics, "Non-Linear Susceptibility of Hydrogen Investigated over a Wide Spectral Range." Profs. D. Shelton and A.D. May. Room 309, 63 St. George St., 10 a.m.

**Thursday, September 26**  
Sat Bir Singh Khalsa, Department of Physiology, "Neurophysiology of the Effect Vestibular System." Prof. D. Tomlinson. Room 309, 63 St. George St., 2 p.m.

**Friday, September 27**  
Donalene Claire Hawes, Department of Education, "Creation of Sociality in the Classroom." Prof. E. Sullivan. Room 111, 63 St. George St., 10 a.m.

**Helen Boritch, Department of Sociology, "The Making of Toronto the Good: The Organization of Policing and Production of Arrests, 1859 to 1955." Prof. J. Hagan. Room 111, 63 St. George St., 2 p.m.**



# Events

## Lectures

In Quires and Places where They Sing: The English Cathedral Tradition.

Monday, September 9, Tuesday, September 10 and Wednesday, September 11 Sir David Willcocks, Royal College of Music; 1985 Larkin-Stuart lectures. Walter Hall, Edward Johnson Building. 8 p.m. except Wednesday at 7.30 for presentation of honorary DSLitt by Trinity. (Trinity College).

Violence in the Family. Wednesday, September 11 Prof. Quentin Rae-Grant, Departments of Psychiatry and Behavioural Science, Auditorium, Clarke Institute of Psychiatry. 12 noon. (Psychiatry)

Pandora's Box: Communication Measures to Warn Future Generations about Nuclear Waste Sites. Monday, September 23 Prof. Tom Sebeok, Indiana University, McLaughlin Program in Culture & Technology, 39A Queen's Park Cresc. E. 3 p.m.

## Seminars

Structure and Function of the E. Coli Enterotoxin STL

Wednesday, September 18 Dr. Jean Gariepy, Stanford University. 103 FitzGerald Building. 4 p.m. (Microbiology)

Shear Layer Instabilities, Near-field Pressure Fluctuations and Jet Noise.

Thursday, September 19 Prof. D.C. Crighton, University of Leeds. Main lecture hall, Institute for Aerospace Studies, 4925 Dufferin St. 2 p.m.

## Concerts

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Faculty Artists Series. Saturday, September 14 Orford Quartet; Rosemary Landry, soprano; Janet Stubbs, mezzo-soprano; Mark DuBois, tenor; Christopher Cameron, bass; Nora Shulman, flute; Eugene Ritich, horn; Creta Kraus and Patricia Parr, piano; first in series of four concerts planned and performed by faculty artists. Walter Hall. 8 p.m. Series tickets \$30, students and senior citizens \$17; single \$10, students and senior citizens \$6. Deadline for series tickets Friday, September 13.

12th Annual Donald McMurrich Scholarship Concert.

Sunday, September 15 John Gowan, double bass. Walter Hall. 3 p.m. Tickets \$3.

Thursday Noon Series. Thursday, September 19 Invitation to the Dance, ballet video; Prof. Lothar Klein, Faculty of Music, Walter Hall. 12.10 p.m.

Information on all concerts in Edward Johnson Building available from box office, 978-3744.

## Governing Council & Committees

Admissions, Curriculum & Standards Subcommittee. Wednesday, September 11 Council Chamber, Simcoe Hall. 4 p.m.

Academic Affairs Committee. Thursday, September 12 Council Chamber, Simcoe Hall. 4 p.m.

Business Affairs Committee. Wednesday, September 18 Council Chamber, Simcoe Hall. 4 p.m.

Governing Council. Thursday, September 19 Scarborough College. 4.30 p.m.

Planning & Resources Committee. Monday, September 23 Council Chamber, Simcoe Hall. 4 p.m.

## Miscellany

Hart House Chorus Auditions. Monday, September 9 Wednesday, September 11 and Monday, September 16 Director John Tuttle. Membership open to students, faculty, staff and alumni. Hart House. 7 to 10 p.m. Information: Sandi Macdonald, 748-8469.

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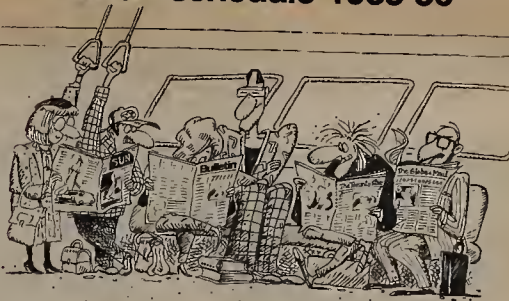
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## Bulletin schedule 1985-86



During 1985-86, the Bulletin will be published on the following days:

September 23

October 7

October 21

November 4

November 25

(Please note three-week intervals between papers.)

December 16

January 6

January 20

February 3

Please note three-week interval to next paper.

February 24

March 10

March 24

April 7

April 21

May 5

May 20

(Tuesday; editorial deadline

Friday, May 9.)

(Please note three-week interval to next paper.)

June 9

June 23

## Deadlines

Deadlines for receipt of material at the offices of the Bulletin, Department of Communications, 45 Willcocks St. are:

Events listings: 5 p.m., two weeks prior to the date of the paper in which they are to appear

Editorial material: noon, 10 days prior to the date of the paper

Advertising: Space for display advertising must be booked at least

two weeks in advance of the issue in which the ad is to appear. Ad copy must be at the Bulletin offices no later than 10 days before publication date.

Classified ads must be submitted in writing with payment no later than 10 days before publication date.

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# Universities' prince may never come

by Robert Bothwell

"Why on earth did you do it?"  
"Because it was there?"

Just over a year ago three historians, Jack Granatstein, David Bercuson and myself, undertook what we have been told was an act of professional folly. We published a polemic on the Canadian university system entitled *The Great Brain Robbery*, a short book that managed, in its 160 pages, to contain something to offend almost everybody. The book argued that universities had become the prisoners of what we called a numbers game, whereby grants and survival came to depend on gruel doled out by provincial treasuries according to a formula that rewarded numbers of students rather than quality — a truism, or so we thought. We painted a gently ironic picture of Canadian universities in the not too distant past, an irony that wafted over the heads and under the noses of most of our critics. We suggested that some of the changes that had occurred in the 1950s and 1960s — the abandonment of old-fashioned standards in favour of a new and feely curriculum in the high schools, the abandonment of older and often undistinguished programs in many universities in favour of newer and equally undistinguished programs, the replacement of older and autocratic forms of university government by newer, irresponsible institutions — were at best pointless and at worst detrimental. We suggested that a combination of government policy and the self-protection of entrenched interests in and around the universities had degraded standards and demoralized staff and students. Canada, we argued, had managed to establish a university system that was increasingly driving young Canadians to forage for an education outside the country, always provided that they had the money to do so. And, not surprisingly, we found this situation to be deplorable.

In the year that has passed since then there has been a fair amount of controversy over our little book. Some



## Forum

responses were favourable, some were tolerant, if critical, and some were hostile, not to say downright abusive. "You guys deserve whatever you get," a history department colleague opined, and by his standard we have been richly rewarded. There is very little in the contemporary demology that has not been attributed to us; and we are informed that our image in some quarters is positively prehistoric. It is an image encouraged by what we have called elsewhere the "spurious unanimity" of "official" responses to our book by vested interests. We are "the enemy within" according to one university — not this one — pooh-bah;

"the three hatchetmen" according to another. And this is the politer end of the spectrum.

The sound and fury of our abusive critics have done little to disprove our arguments. They betray a deep unease on the part of the sacred cows grazing on the landscape, a fear that the great money feedbag, already depleted, will finally run dry. For the sacred cows in fact feed on numbers, and numbers are money. Anything that suggests that the problems of the universities are not in fact soluble by throwing higher numbers at them — more students, however badly prepared, more faculty, however demoralized, more money,

however justified — is anathema to our paddock of critics. This response, for it is not an answer, is increasingly threadbare. Robert Fulford suggests in the current *Saturday Night* that "resignation, defeat and cynicism" have been the hallmarks of the Canadian university system over the last decade. He goes on to say, in words that should be pondered by those responsible for the components of that system, "almost everyone who works in a university today agrees that standards have collapsed. As a result, most university degrees today are relatively worthless".

Exaggeration? Perhaps, but it is nevertheless an increasing sentiment in the world outside. Doubtless Mr. Fulford will discover how the Canadian university system responds to its critics. He will not, I suspect, be impressed or edified. In the meantime our representatives, or most of them, will comfort us with fairy stories in which the carping goblins and trolls meet their predestined fate, and the beautiful but undernourished university Cinderella marries a rich and princely saviour. But what if the story turns out to be not Cinderella, but *The Little Match Girl*?

Robert Bothwell is a professor of history at Trinity College.

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## Letters

### Staff issues unresolved despite discussions

President Connell has taken the unusual step of sending out a "Dear Colleague" letter, dated July 11, reporting on the salary negotiations and presenting his perspective on the status of outstanding issues. I would like to present UTSA's reaction to a number of his comments.

The president indicates that early retirement and retirement between the 65th birthday and the following June 30 are issues under discussion in the Benefit/Pension Plans Task Force, implying that we need therefore have no concern over the fact that these matters were not resolved in negotiations. It is highly relevant to note that the discussion on the former issue has been continuing in this very forum for almost three years, and the main dispute has remained the same, i.e., that the administration should be willing to deduct the savings from the cost. It should also be noted that the administration has had three years to evaluate the 85 Rule, and that it was able to work out a replacement early retirement program for faculty and librarians prior to the expiry of the trial program. Unlike the annual salary and benefits negotiations, which have a beginning and an end, discussions in the Benefit/Pension Plans Task Force can go on forever.

Similarly with the issues of policies governing release of staff for fiscal reasons (i.e., layoffs) and the use of video display terminals, President Connell indicates that all is well, since these matters are to be among the first revisions resulting from a comprehensive review of personnel policy initiated by the director of personnel. Both of these matters have been under discussion in the liaison committee for four years, and there is still no policy on VDTs, and the fiscal release policy remains unchanged. The fact that revisions are being contemplated does not mean that a satisfactory result will be forthcoming. Far from it, if our recent experience with the "incompatibility" clause that the administration proposed to introduce into the termination policy was any example. In addition, President Connell goes on to state that these crucial items should

not even be part of salary and benefits negotiations. His reference to the more appropriate pace of the liaison committee could be considered humorous given the lack of progress referred to above, if it weren't for the fact that the issues under discussion are so important to us.

By attempting to restrict salary and benefits negotiations to strictly monetary items, the president is attempting to curtail even further our bargaining capacity, just when we see a need to increase it. The results of the UTSA questionnaire on bargaining power should now make it clear to the president and his administration that we intend to take the necessary steps to resolve these and other issues that are adversely affecting the working conditions and morale of the support,



administrative and technical staff at the University.

David Askev  
President  
U of T Staff Association

### Two ways for UTSA to seek agreement

I would like to clarify one aspect of your Aug. 19 story on the results of the UTSA survey concerning increased bargaining power. The story indicated that prior to seeking an agreement, UTSA would likely ask Governing Council for a voluntary recognition agreement because negotiations would then be subject to the Labour Relations Act.

As outlined in the materials we sent with the survey, there are two ways we could attempt to obtain an agreement similar to UTFA's. The first is to request that the University enter into negotiations with us with a view to reaching an agreement on a contract similar to UTFA's memorandum. The second is the one alluded to in your

story, which involves requesting voluntary recognition of the association as the official bargaining agent prior to entering into contract negotiations.

The final decision as to which option to follow has not yet been made by our board and need not be made until we are ready to make a formal request to Governing Council. One of the important considerations in reaching this decision will be our assessment of the Governing Council's receptivity to our request for a contract.

David Askev  
President  
U of T Staff Association

### Do away with demeaning labels

The social airs are being rid these days of any odious distinctions deemed invidious to individuals and groups and unnecessary to safe operation of society. I refer to equality laws, applications of the Charter of Rights, and so forth.

In the spirit of this ventilation, I suggest that the hierarchical labels, "assistant and associate", supplementary to "professor", be done away with at U of T. They are empty of meaning in the context of teaching. They are unnecessary administratively since salary gives the fine measure of "seniority and worth" which the three gradations presumably are meant to show. These need not be flaunted in public.

Just as a person is a "soldier" of whatever rank as soon as he or she accepts the Queen's shilling and dons her uniform, so is an academician a "professor" as soon as he or she steps before a class. In both cases other titles clarify administrative responsibilities shouldered, in our case along with the professorial — chairman, dean, director, principal, provost and so on.

Since we try to be rational here, I may ask, whom does a new professor "assist" and with whom is another "associated"? The qualifications are as demeaning as unnecessary and I hope that the Governing Council and the president will agree with me.

D.V. Anderson  
Department of Mathematics

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Letters

Racist system stands in way of development

Professor Jenkins, in his letter to the Bulletin on divestment (Aug. 19) asks what the "civilized world's" top priority in Africa should be — "the enforcement of equality or the relief of starvation". In my view, the two cannot be artificially separated.

This connection is readily apparent when one looks at the situation in South Africa. The perpetuation of apartheid has meant starvation for millions of black South Africans. Under the racist system, blacks considered unnecessary to the white-dominated economy (the government officially calls them "superfluous appendages") are forcibly removed to the most barren regions of the country. These so-called "homelands" amount to only 13 percent of South Africa's land and provide virtually no basis for human survival. Under apartheid, blacks are compelled to eke out a meagre existence on wages far below the minimum subsistence level and the gap between blacks and whites has been steadily increasing.

There are some who persist in the belief that propping up apartheid diplomatically and economically somehow makes the regime susceptible to democratic ideas. Pretoria's murdering of more than 600 of its black citizens in the past few months does not recommend the regime for such consideration.

Corporations investing in South Africa have done nothing to alleviate the appalling conditions of blacks. One should be under no illusions about what their role in South Africa is. They are there precisely because of the high profits guaranteed by the existence of a cheap black labour force kept under subjection by the brutal apartheid system.

There can be no doubt that foreign investment in South Africa bolsters the apartheid system which condemns the majority black population to grinding poverty and oppression. It does so in a number of ways. It gives the racist regime the international connections and prestige it so desperately seeks. It allows South Africa to divert more of its resources into strengthening its hated military and police apparatus. A large reason for South Africa's chronic deficits is

the rising costs of that country's illegal occupation of Namibia, its attacks against the Front-Line States, and repression of its population at home. "Defense" spending currently eats up more than 20 percent of South Africa's budget. These deficits must be financed by foreign investment and loans.

Even if, for the sake of argument, foreign corporations were good-intentioned, they must still conform to the laws of apartheid. Improved employment practices cannot alter the fact, entrenched in law, that blacks are prohibited from supervising whites. Improved Codes of Corporate Conduct cannot give blacks the franchise nor reverse the forced removals to the "homelands". They cannot give blacks equal access to quality education, without which "equal employment opportunities" mean nothing.

There are also particular laws forcing businesses to collaborate with apartheid. One requires companies designated as "key points" to stockpile weapons on their premises and train a militia among their white workers to protect the plant from "unrest". Huge fines and/or imprisonment of corporate executives are the price for non-compliance. Through such legislation, foreign corporations are directly integrated into the military's plans for domestic oppression.

Those who advocate divestment do not view it as an end in itself but see it as a crucial step for the liberation of the majority population. Under apartheid, the conditions of blacks in South Africa have been steadily deteriorating, especially in view of the economic possibilities of that country. Only when the racist system is abolished will it be possible to ensure that economic planning and development takes place in the interests of the majority.

It should also be pointed out that the call for divestment was not an idea dreamed up by supporters outside South Africa. The world-wide campaign for economic sanctions has been taken up precisely because South African blacks themselves have called for it. In the words of the South African Congress of Trade Unions:

It is sometimes argued by well-meaning people abroad, that if the world boycotts South Africa, we, the working people, will suffer most. Even if this were true — and we do not believe it — let us assure our well-wishers that we do not shrink from any hardship in the cause of freedom ... To our friends abroad we say that trafficking in the fruits of apartheid can never be in the interests of the workers who suffer under apartheid.

Now, looking at the African continent as a whole, no one denies that long-term fundamental solutions are required to tackle inequality and economic underdevelopment. In analyzing the current situation, one must be aware that poverty and underdevelopment among African states have their roots in colonialism and neo-colonialism.

Transnational corporations have used the best soil for the exclusive cultivation of export crops, thus reducing the area available for growing crops to feed the population. Pollution-intensive industrial plants were located in many of these countries and were the ones chiefly responsible for the depletion and exhaustion of ore deposits and forests. Between 1930

and 1975, roughly one-third of Africa's trees were felled, contributing to soil erosion and desertification.

It has not been in the interests of imperialism to promote self-sufficiency and balanced economic development. It has only been since some of these countries have achieved national liberation that they have been able to start tackling these problems on the basis of rational and democratic economic planning and agricultural reform. In judging their records, one must recognize that a decade or less is too short a time to undo the damage of a century of exploitation.

South Africa must certainly take responsibility for perpetuating and exacerbating already desperate conditions, particularly in the Front Line States. Acts of sabotage and terrorism against these states have been financed, encouraged, and often led by the South African military. Countries which would like nothing more than to concentrate on alleviating poverty and underdevelopment have been forced to divert already limited resources in order to defend themselves from merciless aggression.

Another barrier to development is the US-dominated International Monetary Fund, which consistently dictates discriminatory terms that jeopardize the implementation of national development programs, including agricultural programs. For instance, according to an article by Dr. Charles E. Cobb of the United Church

of Christ, "Ethiopia alerted the US to the potential destructiveness of the drought two years ago. During that time the Ethiopian government requested aid from the US and was just as consistently refused. In addition, the Reagan administration has voted against Africa Development Bank loans for Ethiopia, and has used its power to stall urgently needed World Bank loans as well."

One of the most criminal acts is the systematic destruction of massive amounts of food products to keep prices up, rather than making them available to starving people.

The funds devoured by the arms race dwarf the amount which would be necessary to modernize agriculture, build irrigation systems, undertake reforestation and other requirements for the all-round solution of the food problem and the struggle against devastating droughts and famines. In 1982 alone, military spending totalled \$650 billion, or more than \$1.7 billion a day or \$1 million per minute!

A precondition for a real solution of the hunger problem is that the developing nations be in a position to use their natural resources fully for the benefit of their people and implement development programs free from any economic, political or military coercion.

Cathy Lawrie  
Graduate student member  
Governing Council

COUNCIL OF THE SCHOOL OF GRADUATE STUDIES  
NOTICE OF BY-ELECTION  
STUDENT NOMINATIONS OPEN

Nominations are now open for candidates to fill student seats available until June 30, 1986, left vacant following the Spring, 1985 election, as follows: Division I — 3 seats, Division III — 2 seats, Division IV — 1 seat. Nomination forms may be obtained at any graduate department office, the Graduate Students' Union, and the School of Graduate Studies.

The deadline for receipt of nominations in the Office of the Secretary, School of Graduate Studies, 65 St. George Street, is 12:00 noon, Friday, September 20, 1985. No nominations can be accepted after that date.

CONSTITUENCIES

- |  |                                   |
|--|-----------------------------------|
| DIVISION I — The Humanities                  | Electrical Engineering            |
| Classical Studies                            | Environmental Studies             |
| Comparative Literature                       | Geology                           |
| Drama  | Industrial Engineering            |
| East Asian Studies                           | Mathematics & Applied Mathematics |
| English                                      | Mechanical Engineering            |
| French Language & Literature                 | Metallurgy & Materials Science    |
| Germanic Languages & Literatures             | Physics                           |
| History                                      | Statistics                        |
| History of Art                               | Transportation                    |
| History & Philosophy of Science & Technology | DIVISION IV — The Life Sciences   |
| Italian Studies                              | Anatomy                           |
| Linguistics                                  | Biochemistry                      |
| Medieval Studies                             | Botany                            |
| Middle East & Islamic Studies                | Clinical Biochemistry             |
| Museum Studies                               | Community Health                  |
| Music  | Dentistry                         |
| Near Eastern Studies                         | Forestry                          |
| Philosophy                                   | Immunology                        |
| Religious Studies                            | Medical Biophysics                |
| S'avic Languages & Literatures               | Medical Science                   |
| South Asian Studies                          | Microbiology                      |
| Spanish & Portuguese                         | Nursing                           |
| DIVISION III — The Physical Sciences         | Nutritional Sciences              |
| Aerospace Science & Engineering              | Pathology                         |
| Architecture                                 | Pharmacology                      |
| Astronomy                                    | Pharmacy                          |
| Biomedical Engineering                       | Physiology                        |
| Chemical Engineering & Applied Chemistry     | Psychology                        |
| Chemistry                                    | Speech Pathology                  |
| Civil Engineering                            | Zoology                           |
| Computer Science                             |                                   |

A second ballot will be held for one vacant seat in Division II concurrently with the By-election schedule.



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# Classified

A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before Bulletin publication date, to Marion de Courcy-Ireland, Department of Communications, 45 Wilcocks St., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone.

## Accommodation Rentals Available — Metro

**Tourist Accommodation.** 10 minutes to U of T. Clean quiet guest home. Daily/weekly rates available with breakfast included. 594-2428

**Luxury Apartment.** 1st January to 1st August 1986. Partly furnished. Suit 1-2 adults. No smokers, children or pets. \$700 per month excluding utilities. Five minutes walk University. Call Prol. H.C. Halls, 828-5363 or leave message.

**Large 3-bedroom house,** 3 bathrooms, finished basement, 6 appliances, pleasant garden. Quiet, residential neighbourhood one block to good school, St. Clair West subway, shops. Available January-August 1986. \$1500/month or exchange for similar accommodation London, England January-June 1985. 533-8844

**Bloor/Spadina.** Detached brick 3 story renovated Victorian. 3-4 bedrooms, fireplace, sun roof, 2 car parking. Includes separate basement apt. renting \$349. Available May '86 \$1350 + Call B.J. Rowley 967-1694 evng. 789-7831 days.

**Furnished bachelor apartment** available on daily, weekly, or monthly basis, from \$545/month, single. Maid service included. Parking and phone extra. Nearby at Avenue Road and Davenport. Avenue Park Hotel 961-2444.

**Bay/Bloor,** furnished large bachelor apartment sublet Sept. 20 - 6 months. Excellent location, minutes to U of T and downtown. Code security bldg. \$650/month + telephone. Call 921-9426 - a.m. till 9:30, and after 6 p.m.

**Close to subway, U of T.** Off Palmerston, north of Bloor. Unfurnished, self-contained. Large bedroom, huge bath with Jacuzzi on main floor. Large new kitchen, adjacent living area, second bath in bright basement. \$575 inclusive. Available now. For quiet non-smoker. 961-6791.

**3 Bedroom bungalow** very close to Scarborough Campus, beautiful private garden, quiet neighbourhood, semi-furnished, close to buses, trains and schools. Late September or sooner for 1 year. References please. Prefer family or professionals, no pets. \$900.00/mth. Call 284-7117 or 284-9385 (after 5:00 p.m.).

**Modern renovated basement apt.** One bedroom in house. Spacious, four piece bathroom, fully broadloomed. Two entrances, shared sauna (7 by 6). On quiet tree lined street. \$650.00 utilities inclusive 960-9975. Five minute walk U of T + Kensington Market.

**Apartment near U of T.** Albany Avenue. 3 bedrooms plus den, living room with fireplace, dining room, kitchen, bath. Spacious on 2 floors with deck and garden. Newly decorated \$1400 plus utilities. Available now. 488-2375.

**Luxury renovated unfurnished 1-bedroom apartment** in Annex with utilities. Available October to May 31st 1986. Suit 1-2 adults. \$750 per month inclusive Call L. Mine 964-7919 days.

**Serene and spacious luxury.** 2nd and 3rd floor of renovated triplex on residential street, minutes to University. 2 bedrooms, 6 pc. washroom, whirlpool, deck, parking. Oct. 1st. \$1200.00 per month + utilities. 968-3653, day, evening.

**University Staff Members!** One bus to downtown campus! House for rent contains two apartment. Private entrances. Dufferin/Davenport Road area. Quiet. Two bedrooms per apt. Clean!! Asking \$950.00 per mo. + utilities. Call 535-8713 before 10 p.m.

**ROSEDALE** furnished lower duplex, 3 bedrooms, dining, living room with fireplace, 5 appliances. September 85 - May '86 negotiable. References. \$1500.00 per month. No pets. 964-3953.

**Renovated 3 bedroom house** for rent January 1st - August 1st 1986, 20 min. walk from campus. 2 bedrooms, 2 studies, library/guest room, 4 appliances, working fireplace, large sundeck \$900/mo. + utilities. 535-8857 evenings.

**Queen Street West** - Owner's elegant Victorian loft apartment, 2 storey, 2 bedroom, 1-1/2 baths, large deck, skylights, 13 ft ceilings, oak floors and banister. A unique & beautiful downtown residence. \$950/month - includes hydro & appliances. 536-6957.

**1 Bedroom, luxury,** furnished apartment with security. Central location, near subway and shopping. 1 year lease at \$950.00/month. Non-smokers - adults - no pets. Contact: 485-9147 evenings.

**Annex, October.** Three storey house, detached, excellent condition. Three bedrooms, den, large living/dining, eat-in kitchen, bathroom, laundry room, major utilities, garden, parking. Fifteen minutes walk from University. \$1450 plus utilities. (416) 923-5658, (416) 978-6674.

**Furnished house for rent.** Spacious, bright and sunny living area. 3 bedrooms. Quiet residential street. Near TTC. 15 minutes to U of T, 5 minutes by car. Available Jan-June '86. \$1000 per month. Call 536-0167.

**Walk to U of T.** Bright, extra-large bachelor in quiet Victorian home. Fireplace, balcony, pos. some furnishings. Single non-smoker. Lease. \$475 month includes utilities and parking. Call 922-4610 after 2 Sept.

## Accommodation Rentals Required

**Wanted - furnished house or townhouse** for January - June 1986, quiet, non-smoking medical fellow at Toronto General Hospital, with wife and three children. Near elementary school and TGH area. Call collect (403) 435-8770, Dr. & Mrs. David Lake, 2728 - 105 St., Edmonton, Alberta, T6J 4J3.

**Visiting Australian professor and family** require 4 bedroom house, fully furnished (including linen & kitchenware, etc.). October 1-December 7, 1985. North Toronto preferred. References available. Andrew & Sue Downing, 244-8516.

**Reasonable, furnished accommodation** for Hungarian visiting scholar and spouse, mid-September - December 1985. Please call 922-7335.

## Accommodation Shared

**Near Bloor/Christie** whereby - Professional Australian born well-travelled female, 42, in education, looking for mature non-smoking female to share small townhouse. Own furnished room and 1/2 bath, sub-level. \$350.00 month. 532-1988.

**Berkeley St.,** Victorian house, young professional (M or F) to share 2 bedrooms, 2 washrooms, 24-hour newly renov. apt., part. furn., \$500 + Michelle Theriault 867-7720.

**Modern 2 bedroom apartment** to share with mature female student. St Lawrence Market area 20 mins TTC to U of T campus. \$300 inclusive/month negotiable Phone 368-3395.

## Accommodation Out-of-town

**South of France.** A 3 bedroom house (furnished) in the picturesque village of Puylobiar, 20 km. east of Aix-en-Provence. Available September 1986-June 1987. \$350/month. 533-8844

## Secretarial

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**A-1 Typing and editing services.** Come to 55 Bloor St. E., \*308 for typing unlimited. Student rates, 961-2676.

## Miscellaneous

**Passport photos** now on campus. B/W Polaroid, 2 for \$6.50 (incl. tax, cash or internal code only). Wednesdays 10-2. Inst. Media Services, Rm 021, Best Inst. 112 College St. 978-8919.

**Your Own Credit Union.** If you are employed by the U of T you can join the Universities and Colleges Credit Union (Unico). For further information call 978-5505 and ask for the member services department.

**Backpack Canada & United States.** Adventuresome backpacking treks in the Canadian Rockies. The Grand Canyon in Arizona, the Grand Tetons in Wyoming, San Juan National Forest in Colorado, the Great Smokies in Georgia, the Florida Trail, the White Mountains of New Hampshire, etc. Also, base camp hiking trips. Adult, co-ed, 7 to 10 days. We have a great time! Request brochure. WILLARD'S ADVENTURE EXPEDITIONS, Box 10, Barrie, Ontario, Canada, L4M 4S9.

**Experienced person needed** to look after 3 children 15, 12, 7, while parents are away for 3 weeks - late November - December in Rosedale house. Can combine with work or study. Excellent salary - References. Call Sheila 922-7711 between 9 and 5.

**Wanted: 37 people to lose weight** or earn \$200-\$500. Use herbs. Guaranteed. Call Mariene: 598-1766.

**Search and research service** access to British libraries, museums, official and private archives for the overseas researcher. Write: M. Lubowski, BCM Box 1555, London WC1N 3XX, England.

**Professionals Only Singles' Registry** and Introduction Agency for University Graduates aged 25 to 45 (Proof required). Established 1982; over 1501 registered Registry parties: sailing, theatre, wine-tastings, guest speakers, dances, etcetera. 927-8299 noon to 6.

**Sublet your U of T.** reserved parking sticker from September 1985 to June 1986 or any part thereof. Must be near Medical Sciences Building. Call Professor Julie Silver at 284-3211 (leave message).

**Accent Need Adjustment?** Workshops forming with "accent" on pronunciation and formation of the English sound system. English pronunciation and intonation patterns. Small groups, ten weekly sessions. Personalized attention. Christine Gandy, B.A., Reg. OSHA Language/Speech Pathologist. 767-6691.

**Help Wanted - freelance** professional/personal development facilitators and wilderness leaders wanted to help design and present skills for vibrant living programs for growth seminar/adventure travel company Jim Richardson, Quantum Leap Adventures, 626-5465 (messages) or 519-924-3334 (residence).

**PENFRIENDS:** Would you like to make a lot of friends throughout the world? Please write to Sintrex International, P.O. Box 851, Station F, Toronto, M4Y 2N7 for details.

**Information whereabouts - Women Alumni** from School of Architecture, U of T. Wish to obtain any information to locate an early graduate: Dorothy Charlotte Hannon, graduating class of School of Practical Science and Engineering, 1928. Last heard of living in Hamilton, Ontario. Contact Lennox Gralton, (416) 483-2894.

**PARKING SPACE** for rent, \$30 per month, off Ross St. 5 min. walk from campus. Call Dr. Lewis 978-6006.

**Benefit Concert - Amnesty International.** Featuring mixed program by the Elmer Iseler Singers. Deer Park United Church, 129 St. Clair Ave. W. at Avenue Road. 8:00 p.m. Wednesday, Sept. 18. Tickets \$10.00 - at all Bass outlets or the church office.

**German language immersion teaching:** kindergarten to grade 13 (credits); also adult classes. Saturday mornings 10:00 a.m. to 1:00 p.m. at 50 Essex Street, Christie Public School or call 789-2771.

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